



MEMORANDUM OF UNDERSTANDING

This document shall constitute a Memorandum of Understanding (MOU) between The Support Personnel Association of Lee County (SPALC) and The School District of Lee County (District) relating to Article 1 (Parties to Agreement), Article 5 (General Employment Practices), Article 6 (Working Conditions), and Article 10 (Compensation) of the Collective Bargaining Agreement.

The parties involved desire to enter into an agreement that supports the consolidation of Paraprofessional and Helping Teacher job descriptions and the eventual development of a Career Ladder for instructional support staff.

Effective July 1, 2022, Instructional Support Staff, as defined in Appendix C of the SPALC Collective Bargaining Agreement, will be reclassified under a single job description with a Market Rate to be determined. The job description will include the highly qualified standard that currently exists for all Paraprofessional and Helping Teacher positions and will be based upon common elements of existing job descriptions.

The District will work to realign District job codes with Florida Department of Education (FL DOE) reporting requirements. Employees will be notified if there is a change in their job code, which may impact seniority. No reduction in force is anticipated at this time due to staffing shortages resulting from the coronavirus (COVID-19) pandemic.

In addition, the parties agree to the elimination of the hygiene-medical supplement in exchange for additional compensation to be offered to all employees working under an ESE job code. Differential pay in the amount of \$1,000.00 per year will be provided to all of these employees in order to account for the added expectation of supporting student hygiene and medical needs and other professional development related to providing appropriate service to students with disabilities.

Details related to implementation will continue to be discussed in the SPALC Labor/Management Committee.

This agreement will be effective upon signing, with emergency implementation to begin immediately, and it will remain so until the ratification of a subsequent collective bargaining agreement.



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Agreed to:

The Support Personnel Association of Lee County

Amanda Evans

Amanda Evans
President

3/2/2022

Date

Kerr Fazzone

Kerr Fazzone, Ph.D
Chief Negotiator

3/2/22

Date

The School District of Lee County

Kenneth Savage

Kenneth Savage, Ed.D.
Interim Superintendent

3/2/2022

Date

Rob Dodig

Rob Dodig, J.D.
Chief Negotiator

3/2/22

Date