



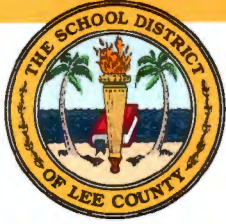
MEMORANDUM OF UNDERSTANDING

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.

Effective July 1, 2022, the following support staff job descriptions be consolidated and employees will be reclassified, if necessary.

Job Title (Effective 7/1/22)	Job Title (Existing)
<p>A-11.02 Instructional Support Work Year: 187-days, 255-days Market Rate: \$15.75 per hour</p>	<ul style="list-style-type: none"> A-11.02 Paraprofessional, Educational (Basic, ESE, ESOL) A-11.07 Paraprofessional, Educational (Instructional Support) H-11.05 Helping Teacher, Exceptional Student Education H-11.12 Helping Teacher, Exceptional Student Education Centers H-11.10 Helping Teacher, English for Speakers of Other Languages
<p>A-11.01 Transportation Support Work Year: 186-days Pay Grade 3</p>	<ul style="list-style-type: none"> A-11.01 (Attendant, School Bus)
<p>P-1.04 Specialist, Early Childhood Work Year: 196-days Market Rate: \$19.52 per hour</p>	<ul style="list-style-type: none"> P-1.04 Paraprofessional, Infant/Toddler Instructor
<p>P-1.01 Specialist, Early Childhood (Senior) Work Year: 196-days Market Rate: \$23.26 per hour (No new hires in this category after FY08)</p>	<ul style="list-style-type: none"> P-1.01 Paraprofessional, Infant/Toddler (Senior)
<p>H-11.11 Technician, Social Communication Work Year: 187-days Market Rate: \$16.65 per hour (No new hires in this category effective FY19)</p>	<ul style="list-style-type: none"> H-11.11 Helping Teacher, Social Communication Technician



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<p>H-11.09 Technician, Registered Behavior Work Year: 187-days Pay Grade 6</p>	<ul style="list-style-type: none"> H-11.09 Helping Teacher, Registered Behavior Technician
<p>H-11.07 Brailist Work Year: 187-days Market Rate: \$17.85 per hour</p>	<ul style="list-style-type: none"> H-11.07 Helping Teacher, Brailist
<p>H-11.03 Interpreter (Deaf and Hard of Hearing) Work Year: 196-days Market Rate: \$22.59 per hour</p>	<ul style="list-style-type: none"> H-11.03 Helping Teacher, Interpreter (Deaf and Hard of Hearing)
<p>H-11.01 Environmental Education Support Work Year: 196-days Pay Grade 6</p>	<ul style="list-style-type: none"> H-11.01 Helping Teacher, Environmental Education

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.

Job Title (Effective 7/1/22)	Job Code (Existing)
A-11.02 Instructional Support	<ul style="list-style-type: none"> 503920 NIN Para Educational Elem 504140 NIN Para EducationalInSup Sec 502220 NIN Helping Teacher ESEAge6-21 503940 NIN Para EducationESEAg6-21 504120 NIN Para EducationalInSup M/J 504100 NIN Para EducationalInSup Elem 504160 NIN Para EducationalInSupPreK 504000 NIN Para Educational Media 503980 NIN Para Educational M/J 504180 NIN Para Educational ESOL 502186 NIN Helping Teacher ESECtr6-21 504020 NIN Para Educational Other 502185 NIN Helping Teacher ESECtr3-5 503950 NIN Para EducationESEAg3-5 504060 NIN Para Educational VocTechEd 504040 NIN Para Educational Sec 502240 NIN Helping Teacher ESESlfCare 504080 NIN Para EducationalESE SIf-Cr



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A-11.03 Attendant, Cafeteria
Work Year: 187-days
Pay Grade 4

A-11.01 Transportation Support

P-1.04 Specialist, Early Childhood

P-1.01 Specialist, Early Childhood (Senior)

H-11.11 Technician, Social Communication

H-11.09 Technician, Registered Behavior

H-11.07 Brailist

H-11.03 Interpreter (Deaf and Hard of Hearing)

H-11.01 Environmental Education Support

- 502240 NIN Helping Teacher ESEIfCare
- 504080 NIN Para EducationalESE SIf-Cr
- 502280 NIN Helping Teacher ESOL PG5
- 502230 NIN Helping Teacher ESE
- 503880 NIN Para Educational K
- 503960 NIN Para Educational Lunch Rm
(change to 500510 Attendant, Cafeteria)

*Employees moving from A-11.02 to A-11.03 on 7/1/22 will be held harmless at the market rate for A-11.07.

- 500540 NIN Attendant School Bus
- 508060 NIN Attendant Sch Bus Hd Start
- 504220 NIN Para Infant/Toddler Inst
- 504200 NIN Para Infant/Toddler InstSR
- 502310 NIN HelpingTeacherSocCmAge6-21
- 502315 NIN HelpingTeacherSocCmAge3-5
- 502305 NIN Helping Teacher, RegBehTech
- 502180 NIN Helping Teacher Brailist
- 502300 NIN Helping Teacher Interpretre
- 502200 NIN Helping Teacher EnvrnmtIEd

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.

Agreed to:

The Support Personnel Association of Lee County

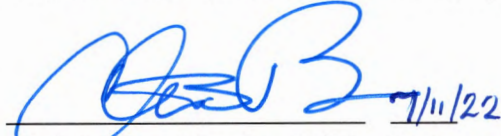
pp Ken Fazzone 7/13/22
Bernie Kemp Date
Island Coast FEA (SPALC)

pp Ken Fazzone 7/13/22
Elizabeth Peterson Date
Chief Negotiator


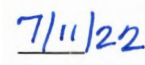


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The School District of Lee County



Christopher Bernier, Ed.D. Date
Superintendent

Rob Dodig, J.D. Date
Chief Negotiator