



## 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 5 (General Employment Practices) and Article 10 (Compensation) of the Collective Bargaining Agreement (CBA).

The parties involved desire to enter into an agreement that addresses the recent change in legislation resulting in the establishment of a minimum wage for school district employees of \$15.00 per hour.

Effective August 1, 2022, all support staff will be compensated at a minimum regular rate of pay (hourly rate) of no less than \$15.00 per hour. Necessary updates will be made to Appendix C of the CBA.

The parties agree to continue to work collaboratively to present a clear compensation philosophy that addresses mutual interests for pay transparency, pay equity, and competitive total compensation.

In doing so, the parties agree to discuss wage compression issues and will continue to provide a hold harmless for employees who move between similarly situated positions until all positions are at the market rate.

The District will also continue to provide regularly scheduled updates to the SPALC Labor/Management Committee regarding the minimum, maximum, mean (average), and market rate for each SPALC position based upon quarterly updates provided by the Economic Research Institute (ERI) and annual updates provided by the Florida Department of Education (FL DOE).

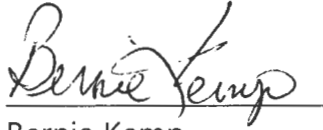
This agreement will be effective upon signing, with emergency implementation to begin immediately, and it will remain so until the ratification of a subsequent collective bargaining agreement.

**Agreed to:**




# MEMORANDUM OF UNDERSTANDING

## The Support Personnel Association of Lee County



Bernie Kemp  
Island Coast FEA (SPALC)



Date

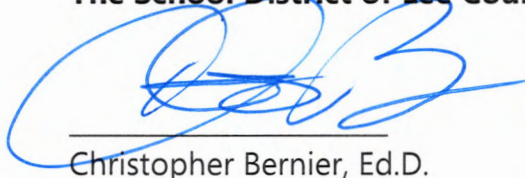


Elizabeth Peterson  
Chief Negotiator

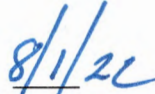


Date

## The School District of Lee County



Christopher Bernier, Ed.D.  
Superintendent



Date



Robert Dodig, J.D.  
Chief Negotiator



Date