



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 10.04(3) (Temporary Reassignment) of the Collective Bargaining Agreement and the FY23 (2022-2023 school year) SPALC COVID MOU.

The parties involved desire to enter into an agreement that clarifies the procedures for voluntary classroom coverage.

In order to address the immediate needs and interests of students and support staff relative to classroom coverage. The parties agree to compensation for Voluntary Classroom Coverage at the employees' hourly rate. The employee will receive supplemental pay at their hourly rate of pay for each hour of classroom coverage provided. SPALC Bargaining Unit Support staff will also receive the following Coverage Incentive:

(1) Fifteen-Days: Employees who provide coverage will receive a \$1,000.00 incentive for each fifteen (15) cumulative days of coverage they provide.

(2) Pay Delivery: Payment will be issued on a quarterly basis. Coverage of ten (10) or more cumulative days will be rounded up at the end of each semester.

In addition, the parties agree to clarify and reaffirm that eligibility for voluntary coverage is limited to SPALC Bargaining Unit Support staff who voluntarily accept this temporary assignment. School-based administrators should not ask for support staff to provide voluntary classroom coverage until after establishing that no instructional staff members are available to provide coverage, no guest teachers are available, and no reasonable alternatives exist.

In the event that an emergency situation exists, where there is a concern about the continued operation of an individual school or worksite due to employee absenteeism and school-based administrators are unable to provide appropriate student supervision, an immediate report must be made to Academic Services. Upon notifying Academic Services they may authorize the emergency temporary reassignment of Office Secretarial, and Clerical staff or Security and Technical staff, as defined in Appendix C of the SPALC Collective Bargaining Agreement, to provide support with student supervision.

This agreement will be effective August 10, 2022 and will remain in place for the FY23 (2022-2023 school year) or until the exhaustion of the \$8.2 million is ESSER funding allocated for coverage for each year. All District employees must be notified of the exhaustion of the ESSER funding.

Emergency implementation of this MOU will begin immediately and remain in effect until the last scheduled day for students.



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Agreed to:

The Support Personnel Association of Lee County

Arlease Williams 9/6/22
Arlease Williams Date
President

Kerr Fazzino 9/2/22
Kerr Fazzino, Ph.D. Date
Chief Negotiator

The School District of Lee County

Christopher Bernier 9/2/22
Christopher Bernier, Ed.D. Date
Superintendent

Robert Dodig 9/2/22
Robert Dodig, J.D. Date
Chief Negotiator