



# MEMORANDUM OF UNDERSTANDING

This document shall constitute a Memorandum of Understanding (MOU) between The Teachers Association of Lee County (TALC) and The School District of Lee County (District) relating to Section 1001.42(21), Florida Statutes, EDUCATIONAL EMERGENCY, which requires the District to negotiate an MOU with TALC that addresses the selection, placement, and expectations of instructional personnel and provides principals with the autonomy described in Section 1012.28(8), Florida Statutes for schools in the district that have a school grade of "D" or "F".

Currently, G. Weaver Higgs Elementary, Manatee Elementary and Fort Myers Middle Academy all have grades of "D". In order to comply with Florida Statutes, the District may implement the following and will notify TALC immediately of such implementation:

## **SECTION 1. REASSIGNMENT AND TRANSFER OF INSTRUCTIONAL STAFF:**

- A. Transfer Academic Coaches from their current locations to the three impacted schools for the current school year only, with a return to their original location for the 2023-2024 school year. Pursuant to Article 5.03 of the TALC Agreement these transfers will be made for the correct and proper operation of the District. The Academic Coaches may be covering classrooms at the impacted school, but their position will not change. The criteria of the involuntary transfers will be developed by the TALC Labor/Management Committee prior to the transfers being determined. *See 5.03(2)(a) of the TALC Agreement.*
- B. Reassign certified Central Office staff to the three impacted schools with a return to their original location for 2023-2024 school year. Pursuant to Article 5.03 of the TALC Agreement these transfers would be made for the correct and proper operation of the District. The criteria of the involuntary transfers will be developed by the TALC Labor/Management Committee prior to the transfers being determined. *See 5.03(2)(a) of the TALC Agreement.*



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## SECTION 2. FINANCIAL INCENTIVES:

- A. Offer bonuses to staff to transfer to the three impacted schools. If bonuses are offered, the source of funding, the amount and timing of the payment of bonuses will be developed by the TALC Labor/Management Committee prior to their distribution to instructional staff. If bonuses are paid to staff to transfer, the parties agree that bonuses for existing staff at the impacted schools will be considered by the TALC Labor/Management Committee.
- B. Provide the instructional staff at the three impacted schools the maximum amount of "Turnaround Pay" as provided for in the TALC Agreement. Per the TALC Agreement, the maximum amount of "Turnaround Pay" is \$4,000. See *Article 10.02(3)(a)(1)*. The staff at the three impacted schools will receive this amount in a supplement to their regular compensation. The maximum amount an instructional staff member can receive in "Turnaround Pay" is \$4,000.

## SECTION 3. PLANNING TIME

Pay current teachers at the three impacted schools a supplement to participate in before and after school hours common planning. The supplement will be paid at the teacher's hourly rate to those instructional staff participating in the common planning. Prior to implementation the source of funding will be identified and guidelines regarding common planning will be developed in TALC Labor/Management.

## ACKNOWLEDGMENT

This MOU represents the full and complete understanding of the parties as it relates to the Educational Emergency under Florida Statutes described above. This agreement reached regarding TALC, wherever applicable, amends the parties' collective bargaining agreement.



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This agreement is effective this 15<sup>th</sup> day on November 2022.

Agreed to:

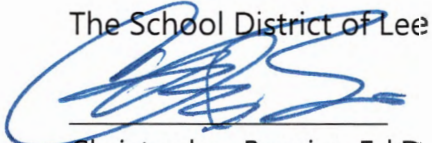
The Teachers Association of Lee County

  
Kevin Daly  
President

11/15/22   
Date Kerr Fazzone, Ph.D.  
Chief Negotiator

11/15/22  
Date

The School District of Lee County

  
Christopher Bernier, Ed.D.  
Superintendent

11/15/22   
Date Robert Dodig, J.D.  
Chief Negotiator

11/15/22  
Date