



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 (Compensation) and Article 11 (Benefits) of the Collective Bargaining Agreement.

The parties involved desire to enter into an agreement that allows for emergency implementation of tentative agreements reached during recent collective bargaining session without interrupting the continuation of good faith bargaining of additional items.

Though this is additional compensation for FY23 (2022-2023 school year), the parties agree to further discussions regarding Article 10 (Compensation) for FY24 (2023-2024 school year).

The parties have agreed to the following changes to Article 10 (Compensation):

- (1) Longevity Pay: In order to acknowledge the dedicated service of District employees, longevity supplement amounts will be increased to the amounts below:

Effective March 16, 2023, payment of the difference in increased amounts will be issued prospectively for the remainder of FY23 (2022-2023 school year), beginning April 14, 2023, and will be spread among all pay periods in FY24 (2023-2024 school year).

Years (L)	Current Amount <i>(pre-ratification and Board Approval)</i>	Increased Amount <i>(post-ratification and Board Approval)</i>
10 to 14	\$250.00	\$625.00
15 to 19	\$500.00	\$1,250.00
20 to 24	\$1,000.00	\$2,500.00
25 to 29	\$2,000.00	\$5,000.00
30 or More	\$2,500.00	\$6,250.00



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(2) One-Time Bonuses:

(a) Federally Funded Retention Bonus: Utilizing federal funding made available as part of the Elementary and Secondary School Emergency Recovery (ESSER) program, support staff will be eligible for a one-time bonus in the amount of \$1,200.00, if they are employed on March 16, 2023. Employed is defined as payroll active, actively working, and with no break in service. Payment will be issued on April 14, 2023.

(b) District Funded Retention Bonus: Utilizing District funding made available as part of a thorough review at the direction of the Board and Superintendent, support staff will be eligible for a one-time bonus in the amount of \$1,200.00, if they are employed on March 16, 2023. Employed is defined as payroll active, actively working, and with no break in service. Payment will be issued on April 14, 2023.

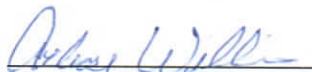
The parties have agreed to the following changes to Article 11 (Benefits):

(1) Flex Credits: Effective April 1, 2023, the Board shall contribute \$9,213.60 into Flex Credits for each employee who is enrolled in Board-Provided Benefits and an additional \$4,000.00 for each employee who elects to enroll in spouse or dependent coverage.

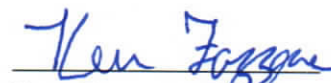
This agreement will be effective upon signing and remain so until the ratification and board approval of a subsequent collective bargaining agreement.

Agreed to:

The Support Personnel Association of Lee County


Arlease Williams
President

3/15/23
Date


Kerr Fazzone, Ph.D.
Chief Negotiator

3/15/23
Date

The School District of Lee County


Christopher Bernier, Ed.D.
Superintendent

3/15/2023
Date


Robert Dodig, J.D.
Chief Negotiator

3/15/23
Date