



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 relating to Article 5 (General Employment Practices), Article 7 (Work Schedule), and Article 10 (Compensation) of the Collective Bargaining Agreement.

This agreement is necessary to satisfy the requirements of Florida Statute 1001.42(21) (Educational Emergency), which requires the parties to negotiate an MOU that addresses a Florida Department of Education (FLDOE) identified Educational Emergency at schools with school grade of "D" or "F."

FLDOE has identified an Educational Emergency at Edgewood Academy, J. Colin English Elementary, Amanecer Elementary and Lemuel Teal Middle School.

General Employment Practices

In order to ensure the correct and proper operations of the District, the parties agree that the District may involuntarily transfer instructional staff to locations with an FLDOE identified Educational Emergency and, if the school's emergency status changes, will attempt to return these employees to their prior work location during the current fiscal year (FY25), if the employee so chooses. At the end of the fiscal year, all transferred employees will be given the right of first refusal to transfer back to their previous work location.

Due to the necessity for the employee to have an Effective or Highly Effective State VAM score, the District will prioritize the transfer of employees with positions classified as "classroom instructional" over "non-classroom instructional". Internal transfer timelines are not applicable for employees transferring to schools with an FLDOE identified Educational Emergency. Administrators must arrange for the release of employees wishing to transfer to schools with an FLDOE identified Educational Emergency within two (2) weeks of an offer of employment. The district will also prioritize staffing with the use of job fairs specifically for those schools.

For teachers who volunteer to transfer, the district may implement a co-teaching model in order to avoid involuntary transfers. The co-teaching model may consist of teachers from Lee Virtual School or a traditional brick and mortar building. These teachers will serve at Amanecer Elementary and Lemuel Teal Middle School and will be paired with teachers that are not rated Effective or Highly Effective for the purpose of facilitating appropriate core instruction for all students.



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Work Schedule

In order to provide support and assistance to those individuals who transfer to schools with an FLDOE identified Educational Emergency, employees will be eligible for up to three (3) duty-free work days to allow them to acclimate to the change in their assigned duties.


Compensation

In accordance with Article 10.02(3) (Differential Pay), employees assigned to schools with an FLDOE identified Educational Emergency are eligible for a Turnaround School Supplement in the amount of \$4,000.00 with the exception of Edgewood Academy, which already receives the turnaround supplement as denoted in the CBA.

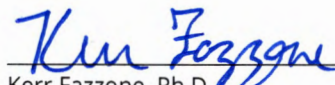
The FLDOE Bureau of School Improvement (851) allocated funds to the District to provide a bonus or incentive payment for employees with a "Highly Effective" (\$15,000.00) or "Effective" (\$7,500.00) aggregate value-added model (VAM) rating. In addition, the District will provide an additional \$2,500.00 for "Effective" teachers for a total of \$10,000.00. Eligibility for this bonus or incentive are based upon assignment at a school FLDOE identified Educational Emergency and qualifying VAM rating, as determined by FLDOE standards. Amanacer is a qualifying school because of Title I status. Lemuel Teal was not a Title I school at the time of the designation therefore incentives for teachers at Lemuel Teal will be funded by the District.

This agreement will be effective July 1, 2024 and will remain in effect until June 30, 2025 or the ratification of a subsequent collective bargaining agreement.

Agreed to:
The Teachers Association of Lee County

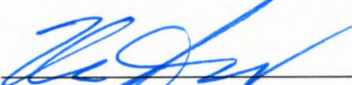

Kevin Daly
President

8/28/24
Date

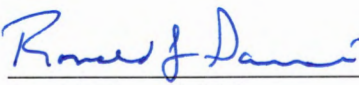

Kerr Fazzone, Ph.D.
Chief Negotiator

8/28/24
Date

The School District of Lee County


Kenneth Savage, Ed.D.
Superintendent

8/28/24
Date


Ronald A. Iarussi, Ed.D.
Chief Negotiator

8/28/24
Date