

THE SCHOOL DISTRICT OF LEE COUNTY

MEMORANDUM OF UNDERSTANDING

AGREEMENT TO EXTEND TIMELINES

This Agreement is made and entered into by and between the **Teachers Association of Lee County** (hereinafter "TALC") and the **School District of Lee County** (hereinafter "District") in light of the unforeseen impact of Hurricane Milton.

WHEREAS, an arbitrator ruled in **AAA Labor Case No. 01-23-0004-3550, TALC/SDLC: Coverage Pay Funding** and prescribed a timeline for the implementation of the award, and;

WHEREAS, the parties mutually desire to extend the timelines originally agreed upon by extending the timeline one (1) month due to the disruption caused by Hurricane Milton; **NOW, THEREFORE**, the parties agree as follows:

1. Revised Deadline for Class Coverage Pay List:

On or before **November 15, 2024**, the District shall provide a list to TALC, identifying each bargaining unit member who received Class Coverage pay under Article 10 during FY23-24. The list shall identify each instance for which that person requested Class Coverage compensation, the amount of compensation paid for each instance, and the amount that person would have received if compensated under § 10.04(4)(h).

2. Revised Deadline for Payment of Class Coverage Compensation:

On or before **November 30, 2024**, the District shall pay each person on the list the calculated net amount due—up to a maximum of \$5,512,612.56—representing the difference between \$8.2 million that should have been the cap under §10.04(4)(h) and \$2,687,387.44 (amount paid through March 15, 2023, per EX-11).

3. Revised Deadline for TALC's Review and Response:

On or before **December 15, 2024**, TALC shall provide a list to the District identifying any bargaining unit members who were incorrectly omitted from the District's list or any disagreements with the net amounts due calculated by the District. TALC shall explain the perceived discrepancy, how it was calculated, and what it believes to be the correct net amount.

a. If the District agrees with TALC's revised amounts, the District shall, on or before **January 15, 2025**, pay the agreed amounts to the affected individuals.

b. If the District disagrees, the parties shall attempt to resolve any differences through negotiation or mediation. If unresolved by **February 28, 2025**, the parties shall appoint

an arbitrator under Article 4, § 4.04(2)(d), with the issue to be framed as: "What is the correct net amount owed to each of the persons timely identified in TALC's list?"

4. Interest on Outstanding Amounts:

In the event an arbitrator determines that the District undercalculated the net amount owed to any individual, the arbitrator shall require the District to pay the outstanding amount and also award pre-award interest at the Florida statutory rate, accruing from **January 15, 2025**, until the date of the award.

Agreed to:

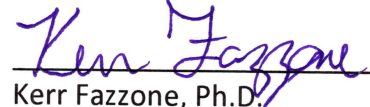
Teachers Association of Lee County



Kevin Daly
President

10/15/24

Date

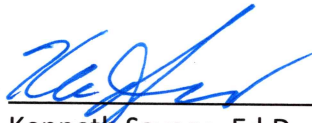


Kerr Fazzone, Ph.D.
Chief Negotiator

10/15/24

Date

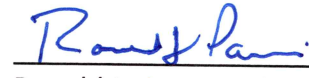
The School District of Lee County



Kenneth Savage, Ed.D.
Superintendent

10/15/24

Date



Ronald J. Iarussi, Ed.D.
Chief Negotiator

10/15/24

Date