



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 1.03 (Bargaining Unit), Article 10.01(3) (Special Instructional Experience) and Appendix C of the Collective Bargaining Agreement.

The parties involved desire to enter into an agreement in which Licensed Mental Health Professional is part of the instructional bargaining unit, but does not require FL DOE certification provided employees are appropriately licensed by the State of Florida.

In recognition of recent changes in Florida Statute and the increased need for student services related to student health and wellness, the parties agree to include Licensed Mental Health Professional in the bargaining unit. Experience Credit will be awarded in accordance with Article 10.01(3) (Special Instructional Experience) and will be granted to Licensed Mental Health Professionals as follows:

A maximum of ten (10) years of out-of-state experience or twenty years of in-state experience, or any combination thereof not to exceed twenty (20) years.

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

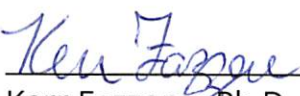
Agreed to:

The Teachers Association
of Lee County



Kevin Daly
President

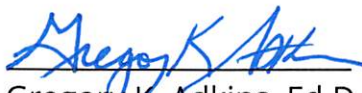
9/16/19
Date



Kerr Fazzone, Ph.D.
Chief Negotiator

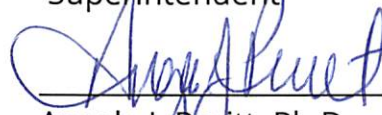
9/16/19
Date

The School District of Lee County



Gregory K. Adkins, Ed.D.
Superintendent

9/23/19
Date



Angela J. Pruitt, Ph.D.
Chief Negotiator

9/16/19
Date