



## 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 relating to Article 10.03 (Incentive and Bonus Programs) of the Collective Bargaining Agreement.

The parties involved desire to enter into an agreement to authorize the disbursement of funds associated with the State of Florida's Best and Brightest Program.

All relevant portions of Florida Statute and Florida Administrative Code will apply to the disbursement of funds associated with the Recruitment, Retention, and Principal awards.

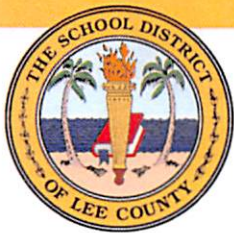
A Technical Assistance Paper will be issued to ensure equity among schools within the District, including charter schools.

In accordance with Florida Statute 1012.731 and 1012.01, in order to be eligible for the Recognition award:

- You must be employed by the District as "Instructional Personnel" between July 1, 2019 and October 1, 2019
- You must be employed by the District at the time awards are disbursed
- You must qualify as "Instructional Personnel", as defined by Florida Statute 1012.01(2)
- "Instructional Personnel" who are part of the instructional staff bargaining unit must have received a "Highly Effective" or "Effective" Final Performance Evaluation rating from the District for FY19 (2018-2019 school year)
- "Instructional Personnel" who are part of the support staff bargaining unit must have received a "Effective" Final Performance Evaluation rating from the District for FY19 (2018-2019 school year)

Employees that receive the Recruitment, Retention, or Principal awards will not be eligible for the Recognition Award.

The Recognition award will be paid as follows:



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- Awards will be prorated based upon available funds per employee following the disbursement of all other awards
- "Instructional Personnel" who are part of the instructional staff bargaining unit, i.e. those covered by the TALC Contract, will receive an award valued at 1.0 based upon available funds
- "Instructional Personnel" who are part of the support staff bargaining unit, i.e. those covered by the SPALC Contract, will receive an award valued at 0.5 based upon available funds

Instructional staff assigned to Fort Myers Technical College, Cape Coral Technical College, the Southwest Florida Public Service Academy, the Early Childhood Learning Services Center, and all other Pre-K instructional staff are not eligible, since Florida Statute defines Instructional Personnel as those that serve in a K-12 educational setting.

This agreement will be effective July 1, 2019 and remain so until the ratification of a subsequent collective bargaining agreement.

Agreed to:

The Support Personnel Association  
of Lee County

The School District of Lee County

Jamie R. Michael  
Jamie R. Michael  
President

10-25-19  
Date

Gregory K. Adkins  
Gregory K. Adkins, Ed.D.  
Superintendent

10/30/19  
Date

Elizabeth M. Peterson  
Elizabeth Peterson  
Chief Negotiator

10/25/19  
Date

Angela J. Pruitt  
Angela J. Pruitt, Ph.D.  
Chief Negotiator

10/29/19  
Date