



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 entered into on January 17, 2018, and relating to the Appendices of the Collective Bargaining Agreement.

The parties involved desire to enter into an agreement that clarifies information included in Appendix C and Appendix D, and allows for Appendix E to be amended to reflect changes resulting from the FY18 Instructional Supplement job study.

- 1. Appendix C:** Appendix C applies only to the establishment of starting salaries and the awarding of Experience Credit in accordance with Article 10.01. Florida Statute 1012.22 prevents the use of a grade/step salary schedule for instructional staff with Annual Contract status.
- 2. Appendix D:** Appendix D will be removed from the final publication of the TALC Contract and will instead be attached to this MOU. Appendix D is a report of actual salary ranges, not an estimate of future salary ranges. All salary increases must be collectively bargained. External economic factors have inhibited TALC and the District's ability to negotiate a multi-year compensation plan.
- 3. Appendix E:** Appendix E will be updated prior to the May 15 deadline for advertising supplement vacancies in accordance with Article 5.06(1)(d). The amendment date will be noted and all updated job descriptions will be posted on the District's website.

This agreement will be effective upon signing and remain so until ratification of a subsequent Collective Bargaining Agreement.

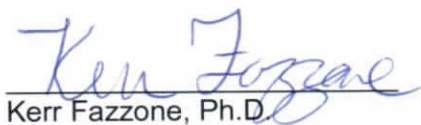
Agreed to:

The Teachers Association
of Lee County



Mark Castellano
President


3/29/18
Date



Kerr Fazzone, Ph.D.
Service Unit Director


Date

The School District of Lee County



Gregory K. Adkins, Ed.D.
Superintendent

4/4/18
Date



Angela J. Pruitt, Ph.D.
Chief Negotiator

3/29/18
Date

Appendix D: Appendix D is a report of actual salary ranges, not an estimate of future salary ranges. All salary increases must be collectively bargained. External economic factors have inhibited TALC and the District's ability to negotiate a multi-year compensation plan.

Performance Salary Table		
	Minimum	Maximum
Apprentice	\$ 40,000	\$ 49,500
Career	\$ 42,500	\$ 55,000
Accomplished	\$ 48,000	\$ 71,000
Grandfathered Salary Table		
	Minimum	Maximum
0-5	NA	NA
6-10	\$ 45,000	\$ 51,000
11-15	\$ 45,500	\$ 54,500
16-20	\$ 48,500	\$ 58,500
21-25	\$ 52,500	\$ 60,000
25+	\$ 57,000	\$ 72,500

Updated 3/12/2018