



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 10 (Compensation) and the Appendix E (Instructional Supplement Salary Schedule) of the Collective Bargaining Agreement.

The parties desire to enter into an agreement in which the Instructional Supplement Salary Schedule is amended.

On October 29, 2018, the parties reached consensus on amendments to the Instructional Supplement Salary Schedule with implementation to begin immediately. The amendments include the following:


- Amendment of titles for positions following the expiration of the Teacher Incentive Fund (TIF) grant: "Teacher Leader" changed to "Learning and Leadership Teacher" and "Professional Development and Leadership Specialist" changed to "Peer Collaborative Teacher."
- Amendment of the Evaluation Requirements to allow for timely payment of supplements: "Upon receipt of a final performance rating of 'effective' or 'highly effective', including Manager and VAM rating" to be changed to "Paid upon receipt of a Manager's Rating of 'Highly Effective' or 'Effective.'"
- Amendment to include a supplement for the Transformation Teacher position: instructional staff hired as Transformation Teachers will receive an annual supplement of \$15,000.00, with a requirement that in order to receive the supplement an employee must remain in the Transformation Teacher position at their District assigned school for the duration of FY19 (2018-2019 school year) and FY20 (2019-2020 school year).

This agreement will be effective retroactive to July 1, 2018 and will remain so until ratification of a subsequent collective bargaining agreement.


Agreed to:

The Teachers Association
of Lee County

The School District of Lee County




 Kevin Daly
 President
 12/29/18
 Date



 Gregory K. Adkins, Ed.D.
 Superintendent
 12/21/18
 Date



 Kerr Fazzone, Ph.D.
 Chief Negotiator
 12/20/18
 Date



 Angela J. Pruitt, Ph.D.
 Chief Negotiator
 12/20/18
 Date