



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 11 (Benefits) of the Collective Bargaining Agreement.

The parties involved desire to enter into an agreement that authorizes changes to employee benefits prior to the open enrollment period.

On December 17, 2018, the parties reached consensus on changes to employee benefits, including an increase in the board contribution of Flex Credits.

Effective April 1, 2019, each employee who is eligible for Board-Provided Benefits will receive an additional \$360.00 in Flex Credits, bringing the total Board Contribution to \$7,360.80.

This agreement will be effective retroactive to December 17, 2018 and will remain so until the ratification of a subsequent collective bargaining agreement.

Agreed to:

The Teachers Association
of Lee County

The School District of Lee County



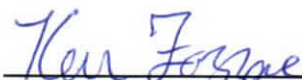
Kevin Daly
President

12/20/18
Date



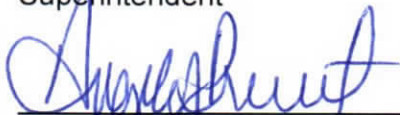
Gregory K. Adkins, Ed.D.
Superintendent

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