



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 15.019 (Performance Salary Schedule) of the Collective Bargaining Agreement.

The parties involved desire to enter into an agreement in which current employees on the Performance Pay Salary Schedule will advance Career Ladder Levels.

Teachers employed at the signing of this document will advance on the Career Ladder as follows:

- **Apprentice Teacher to Career Teacher** – Staff Development will review the current inservice record of current Apprentice Teachers with “Highly Effective” or “Effective” total final performance evaluations for FY15, FY14, and FY13. Apprentice Teachers who have completed professional development equivalent to the requirements of the Apprentice Teacher Professional Development Plan will advance to the level of Career Teacher.
- **Career Teacher To Accomplished Teacher** – Staff Development will review the current inservice records of Career Teachers with “Highly Effective” or “Effective” total final performance evaluations for FY15, FY14, FY13, and FY12. Career Teachers who have completed professional development equivalent to the requirements of the Career Teacher Professional Development Plan, or who have earned a Master’s Degree in Education or a field of study related to the subject area taught, will advance to the level of Accomplished Teacher
- **Peer Review Milestone** – Peer Review Milestone requirements will be waived for all teachers eligible under this agreement.
- **Evaluations** – Final performance evaluations to be considered must be evaluations completed by the District. Performance evaluations for the FY16 year will not be considered.

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



THE SCHOOL DISTRICT OF LEE COUNTY
2855 COLONIAL BLVD. ♦ FORT MYERS, FLORIDA 33966 ♦ WWW.LEESCHOOLS.NET

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Agreed to:

The Teachers' Association
of Lee County

The School District of Lee County

Mark J. Castellano
President

4/7/16
Date

Gregory K. Adkins, Ed.D.
Superintendent

4/18/16
Date

Donna M. Mutzenard
Chief Negotiator

4/7/16
Date

Angela J. Pruitt, Ph.D.
Chief Negotiator

4/7/16
Date