



THOMAS SCOTT
CHAIRMAN, DISTRICT 5
CATHLEEN O'DANIEL MORGAN
VICE CHAIRMAN, DISTRICT 3
MARY FISCHER
DISTRICT 1
JEANNE S. DOZIER
DISTRICT 2
DON H. ARMSTRONG
DISTRICT 4
NANCY J. GRAHAM, ED.D
SUPERINTENDENT
KEITH B. MARTIN, ESQ.
BOARD ATTORNEY

MEMORANDUM OF UNDERSTANDING

This document shall constitute a Memorandum of Understanding between the Teachers Association of Lee County (TALC) and The School District of Lee County regarding Article 15.017 – For ROTC Instructors, of the collective bargaining agreement.

ROTC Instructors initially employed after July 1, 1993, shall be paid the salary increase for the 2013-2014 contract year agreed upon by the parties during negotiations of the 2014-2016 TALC Agreement.

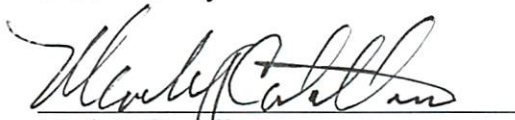
The agreed upon amount is to be funded from an appropriation approved by the Florida Legislature and signed by the Governor following the 2013 Legislative session. The funds appropriated were specifically earmarked for instructional personnel and other school staff.

Those instructors, employed after July 1, 1993, who receive a FY13 managers rating of “effective” or “highly effective,” will receive a \$1,700 salary increase to their base salary, retroactive to July 1, 2013.

Agreed to:

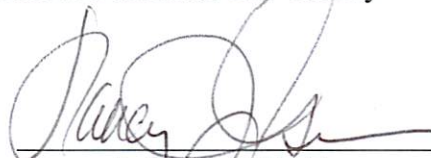
The Teachers Association
of Lee County

The School District of Lee County



Mark J. Castellano
President

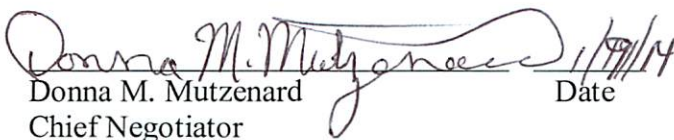
Date



Nancy J. Graham, Ed.D
Superintendent




Date



Donna M. Mutzenard
Chief Negotiator

Date



Gregory K. Adkins, Ed.D.
Chief Negotiator



Date



THE SCHOOL DISTRICT OF LEE COUNTY

2855 COLONIAL BLVD. ♦ FORT MYERS, FLORIDA 33966 ♦ WWW.LEESCHOOLS.NET

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BOARD ATTORNEY

MEMORANDUM OF AGREEMENT

This document shall constitute a Memorandum of Agreement between the Teachers Association of Lee County (TALC) and The School District of Lee County as an addition to Article 5.01 – WORK DAY, of the FY14-16 collective bargaining agreement.

Differentiated Accountability requires extended learning opportunities for low performing schools. The School District of Lee County has identified the following four (4) schools to participate in an extended day program; Colonial Elementary, Franklin Park Elementary, Harns Marsh Middle and Manatee Elementary.

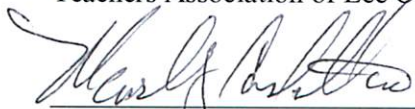
The purpose of this agreement is to acknowledge that the extended day at these schools will commence in the second semester of the 2013-14 school year. This program will extend the employee's work day up to one hour per day.

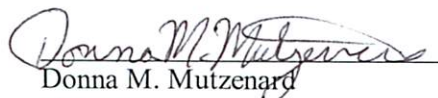
The parties therefore agree to the following:

- 1) The affected employees will be required to work the extended time.
- 2) No day will be extended for more than one (1) hour per day.
- 3) Employees will be paid their regular hourly rate for the additional time.
- 4) Any changes to this Agreement will be addressed between parties in the Labor Management Committee meeting as per Articles 18.02 and 18.03 of the collective bargaining agreement.
- 5) This MOA is in full effect from January 8, 2014 through May 28, 2014.

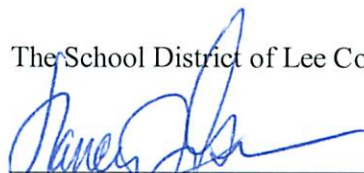
Agreed to:

Teachers Association of Lee County


Mark J. Castellano, President 12/12/13
Date


Donna M. Mutzenard 12/12/13
Chief Negotiator Date

The School District of Lee County


Nancy J. Graham, Ed.D 12/13/13
Superintendent Date


Gregory K. Adkins, Ed.D. 12/12/13
Chief Negotiator Date



THE SCHOOL DISTRICT OF LEE COUNTY

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DISTRICT 3
DON H. ARMSTRONG
DISTRICT 4
LAWRENCE D. TIHEN, PH.D.
INTERIM SUPERINTENDENT
KEITH B. MARTIN, ESQ.
BOARD ATTORNEY

Memorandum of Understanding

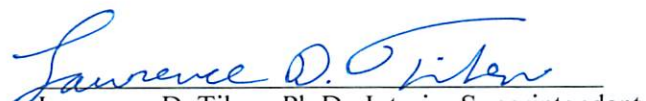
Please be advised that The School District of Lee County and The Teachers Association of Lee County (TALC) have been actively engaged in collective bargaining negotiations and/or teacher evaluation system development consistent with the precepts contained in SB 736 and the Race to the Top grant. It remains our intent to continue good faith negotiations in accordance with Chapter 447.


This letter and accompanying documents combine the Review and Approval Checklist for Race To The Top (RTTT) Teacher Evaluation Systems for each component of the evaluation system required for developing and conducting teacher and principal evaluation systems with those required in the recently amended section 1012.34, Florida Statutes, and Rules 6B-4.010 and 6A.5.065, F.A.C.

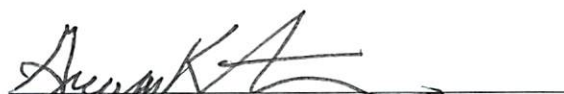
The checklist and the activities of negotiations included with this letter will chronicle what we have accomplished, the process that we are using, the challenges that we now or will soon confront and the work yet to be developed and negotiated. It is also our intent that this document will assist the Florida Department of Education (FLDOE) in ensuring that we have met the requirements in each area for the RTTT grant and SB 736, while also satisfying requirements for State Board Rule.

Agreed to on this 31st day of May, 2011:


Donna M. Mutzenard, Service Unit Director
Island Coast, FEA


Lawrence D. Tihen, Ph.D., Interim Superintendent


Mark J. Castellano, President
The Teachers Association of Lee County


Gregory K. Adkins, Ed.D. Chief Negotiator



THE SCHOOL DISTRICT OF LEE COUNTY

2855 COLONIAL BLVD. • FORT MYERS, FLORIDA 33966-1102 • (239) 334-1102 • TTD/TTY (239) 335-1512

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MEMORANDUM OF AGREEMENT

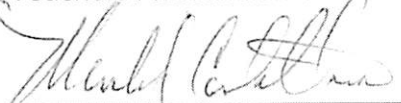
This document shall constitute a Memorandum of Agreement between the Teachers Association of Lee County (TALC) and The School District of Lee County (the parties) to exercise the option in Article 13.01 – Work Year, of the Collective Bargaining Agreement, which states, "Exceptions: The contractual work year may be reduced when agreed to by the teacher and supervisor. The work year may be extended to meet student/programmatic needs with advanced notification to TALC and the Director of Personnel."

The parties agree that the intention of this memorandum is to allow schools with either a 226-day Technology Specialist (Instructional Technologist) or a 255-day Technical Support Specialist to hire an additional Technology Specialist (Instructional Technologist) at the reduced work year of 201-days. The additional staff member will work to forward Race to the Top initiatives such as ensuring that each school possesses the technology, including hardware, connectivity, and other necessary infrastructure, to provide teachers and students sufficient access to strategic tools for improved classroom instruction and computer-based assessment; and ensuring readiness for computer-based testing (FCAT 2.0, End-of-Course Exams, Florida Assessments for Instruction in Reading).

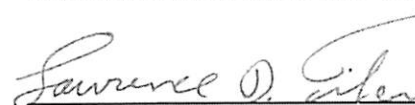
Agreed to:

Teachers Association of Lee County

The School District of Lee County


Mark J. Castellano
President

5/5/11
Date


Lawrence D. Tihen, Ph.D.
Superintendent

4/29/11
Date


Donna M. Mutzenard
Service Unit Director

5/5/11
Date


Gregory K. Adkins, Ed.D.
Chief Negotiator

4/29/11
Date

Successful Negotiations of the Race to the Top Grant

Memorandum of Understanding

WHEREAS, the Teachers Association of Lee County is the certified bargaining agent for Lee County.

WHEREAS, the School Board of Lee County is the employer and party to the collective bargaining agreement with the Teachers Association of Lee County.

WHEREAS, the RTTT Application and Plan will involve mandatory subjects of collective bargaining pursuant to Chapter 447 of the Florida Statutes; and

WHEREAS, there is a need for a mutual understanding that the Teachers Association of Lee County and the School Board are willing to use best efforts to negotiate terms and conditions necessary for submitting the RTTT Application and Plan; and,

WHEREAS, the parties agree that it is not the intent to impair or abrogate the terms and conditions of the parties' negotiated collective bargaining agreement (CBA) nor shall the Teachers Association of Lee County be required or obligated in any manner to waive any of the Teachers Association's rights under the Florida Constitution, Florida Statutes or the current collective bargaining agreement; and,

WHEREAS, as the parties recognize that the successful execution of the Race to the Top Grant is wholly dependent upon the cooperative and collaborative efforts of the parties and that utilization of Florida Statute 447.403 is counter productive to achieving the goals contained within the Race to the Top Grant.

NOW, THEREFORE, the parties agree as follows:

- 1. The Parties agree that the execution of the FLDOE MOU constitutes support of the goals and objectives of the RTTT. The parties further agree that said signature does not constitute agreement to modify the existing CBA or to negotiate additional language consistent with all elements of the FLDOE Preliminary Scope of Work. The parties, however, agree to engage and use their best efforts to develop a mutually agreeable plan to address reforms consistent with the objectives of RTTT.**
- 2. The parties agree to use best efforts to develop a negotiated, mutually agreed upon implementation plan in the areas identified by the parties as part of the Plan. The signature of the Union President on the MOU does not constitute an agreement to (a) reopen or otherwise modify the CBA, unless and until a subsequent negotiated time specific waiver or other agreement has been mutually agreed upon by the Teachers Association of Lee County and the School Board of Lee County or (b) limit or waive its rights and protections under the Florida Constitution, the Florida Public Employees' Relations Act and other applicable laws.**
- 3. If an RTTT grant is awarded, the parties agree that any items in the Plan that impact wages, hours or terms and conditions of employment or that may modify the current CBA are subject to bargaining in accordance with Chapter 447.**

APPENDIX

MEMORANDUM OF UNDERSTANDING

This document shall constitute a Memorandum of Understanding between the Teachers Association of Lee County (TALC) and The School District of Lee County "the parties" relating to non-classroom, instructional positions.

Any member of the Teacher Association of Lee County bargaining unit who does not fall under Florida Statute 1012.33 shall fall under the following guidelines:

During the first three years of employment the District may choose not to renew an employee's contract at the end of the employee's contractual year. After three years of successful employment, no employee's contract shall be non-renewed without just cause.

Agreed to:
Teachers Association of Lee County

The School District of Lee County

Signature on file
Mark J. Castellano Date
President

Signature on file
James W. Browder, Ed.D. Date
Superintendent

Signature on file
Gregory K. Adkins, Ed.D. Date
Chief Negotiator