

MEMORANDUM OF UNDERSTANDING
FLAGLER COUNTY SCHOOL BOARD AND
FLAGLER EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION

School Year 2011-2012

This Memorandum of Understanding is being entered between the Flagler County District School Board and the Flagler Educational Support Personnel Association (FESPA) for the 2011-2012 school year.

The parties previously agreed to a reduction in work days for the following categories of support employees for the 2011-2012 school year:

190 day employees reduced by 2 days to 188 days.

Para-professionals (including Interpreters, Lab Assistants, Job Coaches, and Self-care Aides) changed to 7 hours per day.

^{W.V.A.} 206, 216, 226 employees reduced by 3 days to ^{W.V.A.} 203, 213, and 223 days.

261 day employees reduced by 4 days to 257 days.

The parties agree that if other budget savings are implemented by the District, parties will return to reopen negotiations.

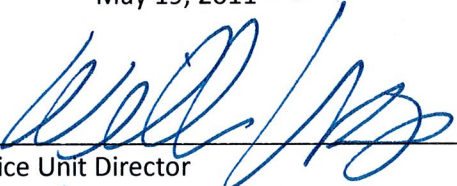
The parties further agree that the reduction in pay shall be pro-rated across all paychecks for the fiscal year.

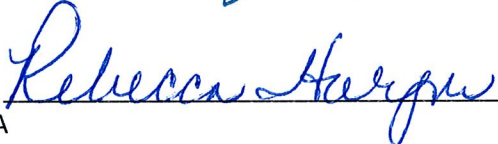
Administrators and/or supervisors shall not ask support employees to volunteer their time to get the work done.

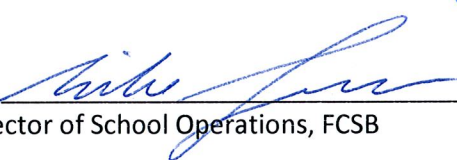
None of this agreement will be used as a "past practice" in future negotiations.

Support employees at step 15 or higher on the salary schedule shall receive a 2% pay increase. This amount shall be added to the employee's base pay.

Date Approved: May 19, 2011 ^{June 9th 2011 W.V.A.}

Signed:  Date: 6/9/11
Will Vargas
Lighthouse Service Unit Director

 Date: 6/9/11
Rebecca Harper
President, FESPA

 Date: 6/9/11
Mike Judd
Senior Director of School Operations, FCSB