

Memorandum of Understanding Between the Leon County School District and the Leon Educational Staff Professional Association

Gretchen Everhart Retention Initiative Supplement

This Memorandum of Understanding (MOU) is entered into by and between Leon County Schools (the "District") and the Leon Educational Staff Professional Association (LESPA) to establish a **\$1.00 per hour supplement for employees working in a support capacity at Gretchen Everhart School**. This supplement is a proactive measure to address staffing challenges and ensure the continued effective operation of the school.

This MOU will remain in effect for three (3) years and will sunset on June 30, 2027, at which time, turnover rates will be evaluated to determine the effectiveness of this initiative. If it's determined that retention rates have stabilized as a result of this supplement, as evidenced by consistent improvement each year, the parties will come together to negotiate a successor agreement.


If at any point in time during the agreement financial circumstances change to such an extent that funding is no longer available for this supplement, the district will provide notice by the beginning of the impacted school year and the parties will meet to discuss alternative resolutions.

1. Eligibility:

- a. The supplement shall only be available to employees within the LESPA Bargaining Unit who are employed at Gretchen Everhart School after the date of ratification, and who are working in a support capacity.
- b. Both parties agree the employees mentioned above will receive a supplement equal to \$1.00 per hour for all hours contracted and worked during the 2024-2025 school year.

2. Payment:


- a. Both Parties acknowledge that the provision will go into effect on the date of ratification and will be retroactive to July 1, 2024, and paid over remaining pays for the 2024-2025 school year.
- b. Payment for subsequent years will be paid as a supplement in the employee's regular pay.


Rocky Hanna Date

Superintendent


Valencia Hargrett Date

President, LESPA


Brett Shively Date

Divisional Director, Human Resources


Chris Segal Date

Executive Director, FEA