

**MEMORANDUM OF UNDERSTANDING**

This document shall constitute a Memorandum of Understanding between The Support Personnel Association of Lee County ("SPALC") and The School District of Lee County ("the parties") relating to Experience Credit for School Bus Operators and the Transportation Department.

The parties agree to the following:

In order for present bus operators to receive credit for additional work experience and compensation (steps 2 – 4) on the SPALC salary schedule, the following conditions must apply:

**CURRENT EMPLOYEES**

1. Experience applied for must have occurred within the past twelve years.
2. The applicant must have had a valid CDL license when applying for the position of bus operator or was able to renew the CDL license without training.
3. Experience for driving a vehicle of more than 20,000 pounds gross vehicle weight may be credited.
4. In order to be considered, the employee must be on step 1 – 3 and complete the experience credit forms.
5. The maximum step that can be considered is a step 4.
6. Dick Woodruff and Bill Watson applied for experience credit and were denied. Once documents are approved, experience credit will be retro active to July 1, 2006.
7. Any current employees who apply and are approved, the effective date for pay will be the date of application.

**FUTURE EMPLOYEES**

1. Experience credit must be applied for on the appropriate forms and submitted to Personnel.
2. Experience applied for must have occurred within the past twelve years.
3. The applicant must have had a valid CDL license when applying for the position of bus operator or was able to renew the CDI. license without training.
4. Experience for driving a vehicle of more than 20,000 pounds gross vehicle weight may be credited.
5. Future employees may not receive credit for more than 3 years of experience.

Agreed to:

The Support Personnel Association  
of Lee County

Robert L. Rushlow 3-5-07  
Robert L. Rushlow Date  
President

Suzan M. Rudd 3/5/07  
Suzan M. Rudd Date  
Service Unit Director  
Island Coast, FEA

The School District of Lee County

James W. Browder 2/12/07  
James W. Browder, Ed.D. Date  
Superintendent

Gregory W. Adkins 3/5/07  
Gregory W. Adkins, Ed.D. Date  
Chief Negotiator