MEMORANDUM OF UNDERSTANDING

The **Citrus County Education Association** and the **Citrus County School District** hereby tentatively agree to the provisions set out below and will support the ratification of such provisions by the members of the CCEA bargaining unit and the Citrus County School Board.

The parties acknowledge that the STAR (Special Teachers Are Rewarded) program, included in proviso to the 2006 Appropriations Act, will be implemented during the 2006-07 school year. Although the parties do not necessarily agree with the STAR format or concept, the State has provided $814,000 to be distributed to our teachers. For this year only, provided the FEA lawsuit does not put this plan on hold and the program is fully funded by the State, the parties agree that we have developed the most equitable Plan we could under the guidelines given us at this time, and will jointly submit this Plan by December 31, 2006, as required by proviso. These recommendations are subject to the collective bargaining process as provided in Chapter 447, Florida Statutes.

Sandra "Sam" Himmel Date
Superintendent of Schools

Deborah Platt Date
President, CCEA

William "Bill" Murray Date
School Board Chair

Sandra Armstrong Date
Executive Director, FEA

Steve Richardson Date
Director of Employee Relations