

MEMORANDUM OF UNDERSTANDING  
Between the  
ESCAMBIA COUNTY SCHOOL DISTRICT  
And the  
ESCAMBIA EDUCATION ASSOCIATION and  
UNION OF ESCAMBIA EDUCATION STAFF PROFESSIONALS

**Evaluation for 2019 – 2020**

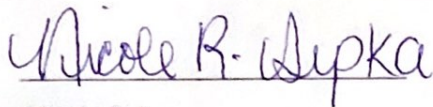
Due to executive orders by Governor Ron Desantis requiring districts to implement an Instructional Continuity Plan remotely, all requirements of the performance evaluation are now waived for the 2019 – 2020 school year.

The 90 Day Process that is the result of an overall evaluation of Unsatisfactory will be waived for both units because of the inability to complete evaluations by the end of the school year and/or add a metric of student performance.

If an evaluation is required for placement or involuntary transfer, the district will refer back to the previous school year's overall final evaluation.

Agreed to by the parties on 4/2/20 (date).

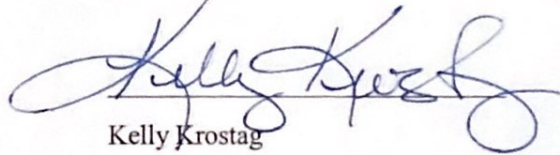
For the Union:



Nicole Sipka

Escambia FEA Service Unit Director

For the District:



Kelly Krostag

Chief Negotiator

APPROVED  
ESCAMBIA COUNTY SCHOOL BOARD

**APR 21 2020**

MALCOLM THOMAS, SUPERINTENDENT  
VERIFIED BY RECORDING SECRETARY

MEMORANDUM OF UNDERSTANDING

Between the

ESCAMBIA COUNTY SCHOOL DISTRICT

And the

ESCAMBIA EDUCATION ASSOCIATION and

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Both parties agree that *Recognition Award* of the 2019 – 2020 Best and Brightest Teacher and Principal Program should be determined by agreed to language by Escambia Education Association and Union of Escambia Education of Staff Professionals and the Escambia County School District. We also agree that this language must be approved by the Board as per Florida Statute.

Instructional personnel who did not receive the *Retention Award* and are rated Effective/Highly Effective (HE/E) on the Escambia County School District's E3 evaluation system's Danielson portion of their evaluation from the 2018 – 2019 school year will receive a one-time bonus/award. This *Recognition Award* will be determined from the remainder of the allocation in s.1101.62(18) F.S. after the payment of all teacher *Recruitment, Retention, and Principal Awards*. The bonus will be divided between all eligible instructional employees rated Highly Effective (HE) or Effective (E), and full-time teacher assistants rated Highly Effective (HE) and Effective (E). The bonus will be divided in the following manner: Instructional employees rated HE will receive 1.5 times the amount received by an E rated instructional employee. TA/TAS will receive half the amount of an E rated instructional employee. (HE Instructional = 1.5x, E Instructional = x, HE or E TA/TAS = .5x)

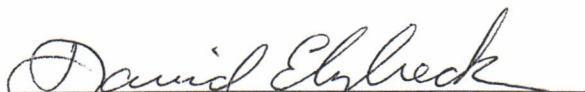
APPROVED  
ESCAMBIA COUNTY SCHOOL BOARD

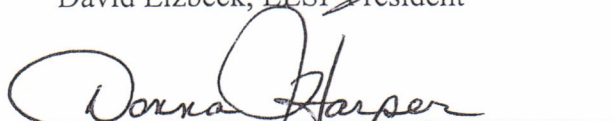
Agreed to by the parties on October 3, 2019 (date).

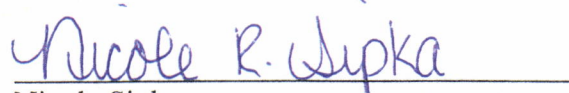
NOV 06 2019

MALCOLM THOMAS, SUPERINTENDENT  
VERIFIED BY RECORDING SECRETARY

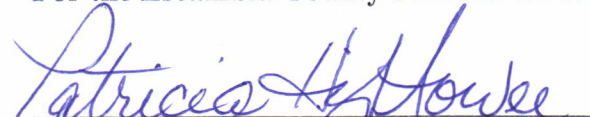
For the Union:


  
David Elzbeck, EESP President

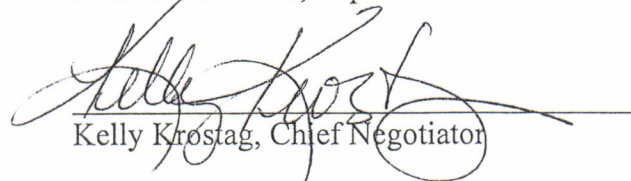
  
Donna Harper, EEA President

  
Nicole Sipka  
Escambia FEA Service Unit Director

For the Escambia County School Board:

  
Patricia Hightower, School Board Chair

  
Malcolm Thomas, Superintendent

  
Kelly Krostag, Chief Negotiator