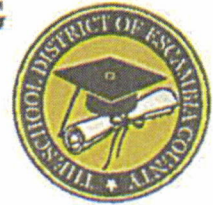


MEMORANDUM OF UNDERSTANDING
 between the
ESCAMBIA COUNTY SCHOOL DISTRICT
 and the
ESCAMBIA EDUCATION ASSOCIATION



WARRINGTON MIDDLE SCHOOL TEACHER PAYMENT INCENTIVE

The School Board of Escambia County and the Escambia Education Association have reached an agreement in response to the reappointment of teachers at Warrington Middle School for the 2022-2023 year. It is certain all instructional staff shall receive at least a \$7,500 (minus benefits and taxes) Recruitment, Retention, and Recognition Allocation for committing to work at Warrington Middle for the 2022-2023 year. This Allocation will be divided and paid monthly in the individual's monthly check. Teachers hired after the beginning of the school year will be prorated the proper amount depending upon that employee's start date.

Pending the school grade and status of Warrington Middle School, both parties agree to return to the table in June, 2022, in order to address the VAM rating requirements, External Operator authoritative duties, and hours and working conditions of both the teachers, coaches, and educational support personnel.

Agreed to by the parties on April 6, 2022 (Date).

For the Escambia Education Association:

Darzell Warren
 Darzell Warren, President

Nicole R. Sipka
 Nicole Sipka,
 Escambia FEA Service Unit Director

For the Escambia County School Board:

Kevin L. Adams
 Kevin L. Adams, Board Chair

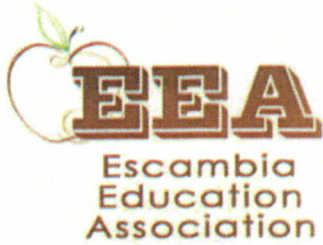
Timothy A. Smith
 Timothy A. Smith, Superintendent

Caroline Gray
 Caroline Gray, Chief Negotiator

APPROVED
 ESCAMBIA COUNTY SCHOOL BOARD

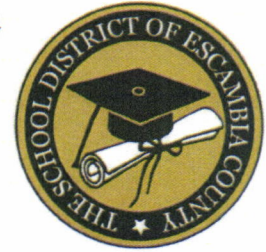
APR 19 2022

DR. TIMOTHY A. SMITH, SUPERINTENDENT
 VERIFIED BY RECORDING SECRETARY



MEMORANDUM OF UNDERSTANDING

Between the
ESCAMBIA COUNTY SCHOOL DISTRICT
And the
ESCAMBIA EDUCATION ASSOCIATION



\$1,000 Disaster Relief Payment from American Rescue Plan (ESSER)

The School Board of Escambia County and the Escambia Education Association have reached an agreement on disaster relief payments using funds from the American Rescue Plan (ESSER) to recognize the dedication and loyalty of employees during the 2020-2021 Academic Year in the midst of the COVID-19 Pandemic. The State of Florida has used a portion of their share of the American Rescue Plan (ESSER) funding to pay a one time Disaster Relief reimbursement only to school principals and select instructional personnel. (SB 2500) However, several instructional staff personnel were excluded from this payment.

Therefore, to continue the Governor’s initiative, the School Board of Escambia County shall provide a one-time \$1,000 COVID-19 Disaster Relief reimbursement to all remaining Instructional Staff Personnel that meet the following eligibility criteria:

- I. Employed by Escambia County School District in a full-time (benefit-eligible) instructional position at the time of the reimbursement distribution,
- II. Was considered an active employee as of the last day of school, June 2, 2021, and
- III. Did not receive the Disaster Relief Payment issued by the State of Florida or the Office of Early Learning.

This payment is non-recurring and does not become part of the employee’s base salary.

Agreed to by the parties on OCTOBER 12, 2021 (Date).

For the Escambia Education Association:

Darzell Warren
Darzell Warren, President

Nicole R. Sipka
Nicole Sipka,
Escambia FEA Service Unit Director

For the Escambia County School Board:

[Signature]
Chair, School Board of Escambia County

Timothy A. Smith
Timothy A. Smith, Superintendent

[Signature]
Caroline Gray, Chief Negotiator

APPROVED
ESCAMBIA COUNTY SCHOOL BOARD

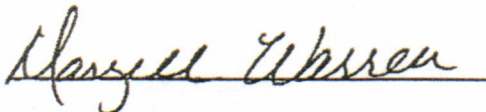
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DR. TIMOTHY A. SMITH, SUPERINTENDENT
VERIFIED BY RECORDING SECRETARY

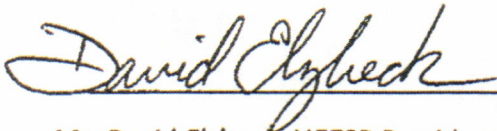
Memorandum of Agreement
Between
Escambia County Public Schools
And
Escambia Education Association and
Union of Escambia Education Staff Professionals

The Escambia County School District will provide paid leave under the Escambia County Schools limited provisions of the now-expired Families First Coronavirus Response Act. The School Board of Escambia County has voluntarily elected to allow limited portions of the leave provisions from this act to begin, retroactively, on July 1, 2021 and to continue through the last day of the 2021 – 2022 school year. The maximum allowance of this limited provision is a cumulative ten (10) days total for the 2021 – 2022 school year.

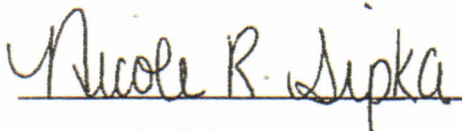
1. Subject to a federal, state or local quarantine or isolation order.
2. Advised by a Health Care Provider or Department of Health to self-quarantine.
3. Experiencing COVID-19 symptoms and seeking a medical diagnosis within 48 hours of initial sick day.
4. Caring for an individual subject to an order described in and advised by the Department of Health to self-quarantine due to Covid 19 concerns or is caring for a child whose place of care of school is closed or childcare provider is unavailable for reasons related to Covid 19.



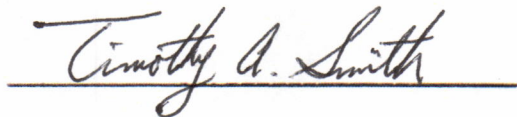
Mrs. Darzell Warren, EEA President



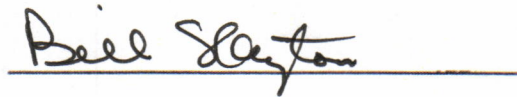
Mr. David Elzbeck, UEESP President



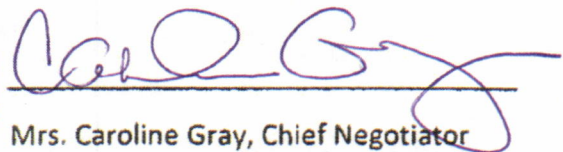
Mrs. Nicole Sipka, Executive Director



Dr. Timothy Smith, Superintendent



Mr. Bill Slayton, Board Chairperson



Mrs. Caroline Gray, Chief Negotiator

APPROVED
ESCAMBIA COUNTY SCHOOL BOARD

SEP 21 2021

DR. TIMOTHY A. SMITH, SUPERINTENDENT
VERIFIED BY RECORDING SECRETARY

AGREEMENT
Between the
ESCAMBIA COUNTY SCHOOL DISTRICT
And the
ESCAMBIA EDUCATION ASSOCIATION

This Agreement entered into by and between the District School Board of Escambia County, Florida and the Escambia Education Association, FEA, NEA, AFT shall remain in full force and effect for three (3) years from July 1, 2021 through June 30, 2024. Both parties agree to negotiate wages and benefits annually and full book language during the second year of the agreement. The parties agree to adhere to the bargaining process within the authority of Chapter 447, Florida Statutes. In compliance with requirements that tentative agreement items must be formally ratified, the parties agree to establish the following protocol:

Formal ratification votes on tentative agreement(s) by the School Board and bargaining unit shall be held as necessary;


Interim decisions to implement agreements before formal ratification shall be confirmed in writing in the form of Memorandum(s) of Understanding signed by the Union President and Business Agent and by the Superintendent and/or his designee, subject to the approval of the School Board and the Board of Directors of the Escambia Education Association;

Issues may be raised through the appropriate process for consideration at any time during the life of the Agreement; and,

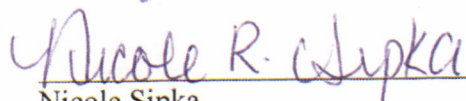
The provisions of this agreement shall extend automatically until a successor agreement has been ratified by both parties.

Agreed to by the parties on June 28, 2021 (date).

For the Union:



Darzell Warren, President



Nicole Sipka
Escambia FEA Service Unit Director

APPROVED
ESCAMBIA COUNTY SCHOOL BOARD

AUG 17 2021

DR. TIMOTHY A. SMITH, SUPERINTENDENT
VERIFIED BY RECORDING SECRETARY

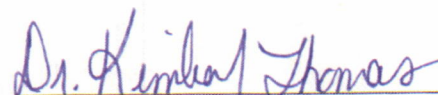
For the Escambia County School Board:



Bill Slayton, School Board Chair



Dr. Timothy Smith, Superintendent



Dr. Kimberly Thomas, Chief Negotiator