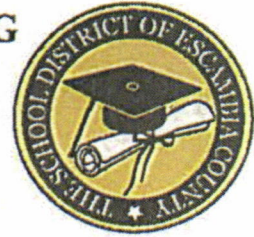




MEMORANDUM OF UNDERSTANDING

Between the
ESCAMBIA COUNTY SCHOOL DISTRICT
And the
UNION OF ESCAMBIA
EDUCATION STAFF PROFESSIONALS



Amendment to the 2021-2024 ESP Master Contract

The School Board of Escambia County and the Union of Escambia Education Staff Professionals have reached an agreement to amend Article XII.8.T.

Under the Managerial Classification System, when a decrease in meals and equivalents occurs, such decreases shall not result in a change in pay grade until the decrease continues for two (2) successive fiscal years. Both parties agree to come to the table in committee by February, 2022 to complete a new structure of the Managerial Classification System. If at the end of the second fiscal year the numbers require a classification change, the manager will be transferred to a worksite within fifteen (15) miles in the same classification or given the option to voluntarily demote to the lower classification at the current work location. If no positions are available, the manager may remain in his/her position at the same rate of pay until the opportunity becomes available. For the 2019-2020 and 2020-2021 school years, meals and equivalents will not be used to change a pay grade.

Agreed to by the parties on April 4, 2022 (Date).

For the Union of Escambia Education Staff Professionals:

Nicole Lindsey, President

Nicole R. Sipka, Escambia FEA Service Unit Director

APPROVED ESCAMBIA COUNTY SCHOOL BOARD

For the Escambia County School Board:

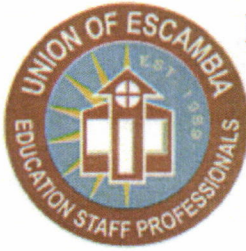
Kevin L. Adams, Board Chair

Timothy A. Smith, Superintendent

Caroline Gray, Chief Negotiator

APR 19 2022

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



MEMORANDUM OF UNDERSTANDING

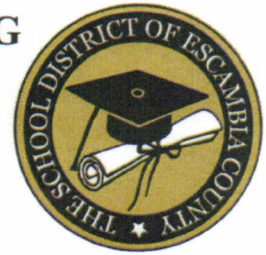
Between the

ESCAMBIA COUNTY SCHOOL DISTRICT

And the

UNION OF ESCAMBIA

EDUCATION STAFF PROFESSIONALS



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

The School Board of Escambia County and the Union of Escambia Education Staff Professionals 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. Support staff worked tirelessly to aid students and their families with challenging logistical hurdles. They also sacrificed much of their own time and personal expenses to ensure the 2020-2021 school year afforded families options in the face of a worldwide 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 to select instructional personnel. (SB 2500) However, dedicated support staff were excluded.

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 Education Staff Professionals (ESP) that meet the following eligibility criteria:

- I. Employed by Escambia County School District in a full-time (benefit-eligible) education support professional 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.

Agreed to by the parties on OCTOBER 11, 2021 (Date).

For the Union of Escambia Education Staff Professionals:

David Elzbeck
David Elzbeck, President

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

APPROVED
ESCAMBIA COUNTY SCHOOL BOARD

For the Escambia County School Board:

[Signature]
Chair, School Board of Escambia County

Timothy A. Smith
Timothy A. Smith, Superintendent

Caroline Gray
Caroline Gray, Chief Negotiator

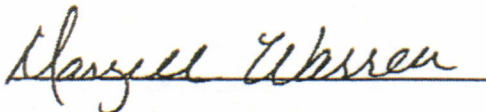
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DR. TIMOTHY A. SMITH, SUPERINTENDENT
VERIFIED BY RECORDING SECRETARY

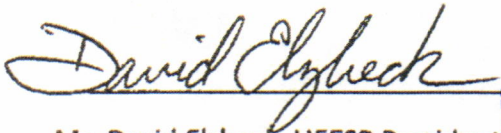
Memorandum of Agreement
Between
Escambia County Public Schools
And
Escambia Education Association and
Union of Escambia Education Staff Professionals

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.

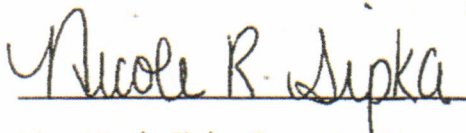
1. Subject to a federal, state or local quarantine or isolation order.
2. Advised by a Health Care Provider or Department of Health to self-quarantine.
3. Experiencing COVID-19 symptoms and seeking a medical diagnosis within 48 hours of initial sick day.
4. Caring for an individual subject to an order 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.



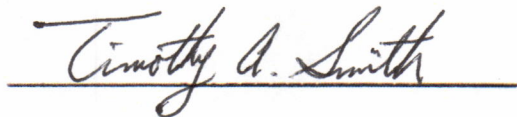
Mrs. Darzell Warren, EEA President



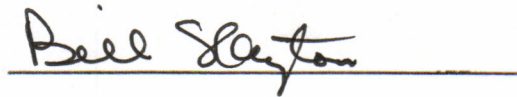
Mr. David Elzbeck, UEESP President



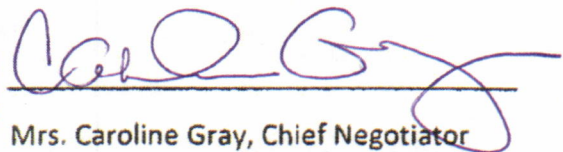
Mrs. Nicole Sipka, Executive Director



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



MEMORANDUM OF UNDERSTANDING

Between the

ESCAMBIA COUNTY SCHOOL DISTRICT

And the

UNION OF ESCAMBIA EDUCATION STAFF PROFESSIONALS

Both parties agree to adjust the following language.

In order to meet the need to have managerial oversight at all locations during a time of significant manager shortage, managers who agree to manage additional sites will receive a temporary 10% supplement along with a temporary increase in manager classification corresponding to the additional meals served at the new site. Managers that are already at the highest classification (Manager IV) will receive the 10% supplement plus a 5% bonus.

Managers will be contacted in district seniority order and will be offered all of the available sites regardless of distance from current site. As additional sites become available, those managers that did not select a site will be contacted again in seniority order. The temporary supplement and increase in manager classification will be removed once the permanent cafeteria manager returns, or a new manager is hired.

Agreed to by the parties on August 4, 2021 (date).

For the Union of Escambia Education Staff Professionals:

David Elzbeck
David Elzbeck, President

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

For the Escambia County School Board:

William E. Slayton
William E. Slayton, School Board Chair

Timothy A. Smith
Timothy A. Smith, Ed.D., Superintendent

Caroline Gray
Caroline Gray, Chief Negotiator

APPROVED
ESCAMBIA COUNTY SCHOOL BOARD

AUG 17 2021

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