



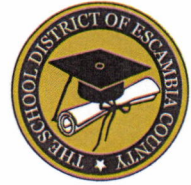
MEMORANDUM OF UNDERSTANDING

between

ESCAMBIA COUNTY PUBLIC SCHOOLS

and the

ESCAMBIA EDUCATION ASSOCIATION



CLASS COVERAGE POLICIES AND PROCEDURES

The School Board of Escambia County and the Escambia Education Association have reached an agreement in response to the shortage of substitute teachers available as a result of the COVID-19 pandemic. Funding for the following procedures is set to expire (ESSER III) and is not recurring. Therefore, these procedures are considered temporary amid the current employee shortage crisis and shall discontinue at the end of the 2022-2023 academic year. If documentation is available per site, this agreement is retroactive to August 10, 2022.

In the event of an emergency or when a substitute has been requested, but there is still an insufficient number of substitutes available at the school, the following procedures shall be available to the building principal:

- Effective immediately, the principal shall ask for volunteers who would be willing to give up their planning period to cover for a teacher who is absent, or the principal shall seek volunteers who would be willing to take on additional students when a teacher is absent.
- The principal shall endeavor to rotate such assignments among those teachers who have volunteered. However, if no volunteers are available, the principal shall have the right to assign teachers, on a rotating basis whenever possible, to substitute during their planning period or to take on additional students.
- Secondary classroom teachers who give up their planning period to cover for a teacher who is absent shall be compensated at their regular hourly rate of pay appropriate to the number of minutes in planning time lost.
- Elementary teachers who are tasked with the supervision and inclusion of any additional students for the majority of the day shall be paid a daily stipend of \$50. Administrators shall apply best efforts to distribute students as equitably as possible.

Agreed to by the parties on SEPTEMBER 15, 2022 (Date).

For the Escambia Education Association:

Darzell Warren
Darzell Warren, President

Nick Mrozowski
Nick Mrozowski,
Escambia FEA Service Unit Director

APPROVED
ESCAMBIA COUNTY SCHOOL BOARD

SEP 20 2022

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

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