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# THE SCHOOL DISTRICT OF ESCAMBIA COUNTY

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75 NORTH PACE BOULEVARD, PENSACOLA, FLORIDA 32505  
PHONE (850) 432-6121  
www.escambiaschools.org  
TIMOTHY A. SMITH, Ed.D., SUPERINTENDENT

## MEMORANDUM

TO: Nick Mrozowski, Service Unit Director, Escambia FEA  
Nicole Lindsey, President, Union of Escambia ESPs

FROM: Caroline Gray, Coordinator – Employee Services / Chief Negotiator  
Escambia County School District

DATE: October 12, 2022

RE: Master Contract between The School District of Escambia County and the  
Union of Escambia Education Staff Professionals, FEA, NEA, AFT.

The purpose of this memorandum is to inform you and other interested parties of a required change to Article VI.4.D of the current Master Contract. The language in question is not in compliance to HB 5001, which increased hourly wages to a minimum of \$15.00 per hour on October 1, 2022.

This language can be found on page 26 of the current Master Contract. The change to the Collective Bargaining Agreement will be as follows:

VI.4.D: Employees within this unit who participate in non-mandatory in-service outside of their normal work schedule shall be paid ~~twelve dollars (12.00)~~ **fifteen dollars (\$15.00)** per hour during the in-service session. This voluntary in-service participation shall not be considered to earn overtime pay.

The online version of the Master Contract on the Employment Information website will be updated, too.

If you have any questions or concerns, please reach me via email or phone.  
CGray@ecsdfl.us / 850-469-6256



# MEMORANDUM OF UNDERSTANDING

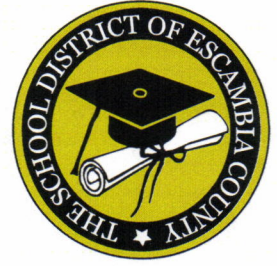
between

**ESCAMBIA COUNTY PUBLIC SCHOOLS**

And the

**UNION OF ESCAMBIA**

**EDUCATION STAFF PROFESSIONALS**



## *Amendment to the 2021-2024 ESP Master Contract*

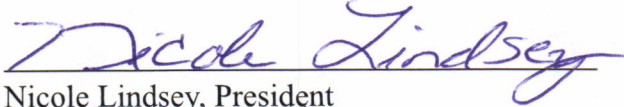
### *regarding Article XII.6 - Transportation Working Hours & Conditions*

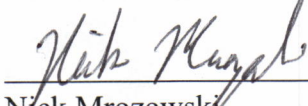
1. The purpose of this section is to articulate the process for assigning bus operators and assistants to an OJT (On Job Training trip) or AST (After School Tutoring trip).
2. There shall be three opportunities for hired bus operators and assistants to sign up for an OJT or an AST. In the inservice packet in August as part of the employee packet there will be an OJT and AST interest survey. Hired bus operators and assistants shall complete the interest survey and turn the survey into their route manager on the day of inservice. The survey will be kept on file in the Transportation Office. The second opportunity will be during the first 8 days of December. Bus operators and assistants shall come to the Transportation Office, complete the OJT and AST interest survey, and turn it into their route manager. The third opportunity will be within the first 30 days of becoming a permanently hired employee. The survey will be included in the new hire packet. This survey in no way guarantees that a bus operator or assistant will be chosen for an OJT or AST, but serves as notice to the department that if an OJT or AST opportunity should come available they would like to be considered.
3. Selection of an employee for an OJT or AST shall be determined by the following order :
  - a. School served based on seniority without run interference.
  - b. Geographic area of employee compounding site based on seniority without run interference.
  - c. If no employee fits the previous parameters then overall seniority in all geographic locations without run interference shall be considered.
4. Transportation staff will contact bus operators and assistants on the appropriate list in order to give them an opportunity to either accept or reject the trip. Three (3) attempts will be made to contact a bus operator or assistant. If voicemail is contacted, a message will be left to contact the Transportation Department within 3 working days. The employee must either accept or reject the OJT or AST within 3 working days. If the employee rejects the OJT or AST they will be passed over until the next rotation.
5. Bus operators and assistants who fail to report for their assigned OJT or AST or who regularly are unable to cover their assigned OJT or ASTs without legitimate reasons such as a doctor's excuse shall be consulted concerning whether they wish to remain on the list. Bus operators and assistants who fail to report for three (3) of their assigned OJT or ASTs shall be replaced by the above process until the following year or the next enrollment period whichever occurs first. If an employee calls out and their assigned OJT or AST has to be covered the trip will be called out over the transportation department radio system and all above parameters will be followed.

6. If a school fails to cancel the OJT or AST the bus operator and or assistant will receive a two-hour call out.

Agreed to by the parties on AUGUST 29, 2022 (Date).

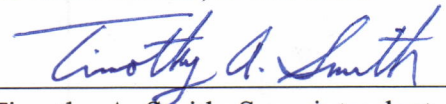
**For the Union of Escambia Education  
Staff Professionals:**


  
\_\_\_\_\_  
Nicole Lindsey, President

  
\_\_\_\_\_  
Nick Mrozowski,  
Escambia FEA Service Unit Director

**For the Escambia County School Board:**

  
\_\_\_\_\_  
Kevin L. Adams, Board Chair

  
\_\_\_\_\_  
Timothy A. Smith, Superintendent

  
\_\_\_\_\_  
Caroline Gray, Chief Negotiator

APPROVED  
ESCAMBIA COUNTY SCHOOL BOARD

SEP 20 2022

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