

**Memorandum of Understanding
Between the
Escambia County School District
And the
Union of Escambia Educational Staff Professionals**

Bonus for Cafeteria Workers during Instructional Continuity Plan

Both parties understand that the Escambia County School District is functioning under an Instructional Continuity Plan in order to provide virtual instruction to students during COVID-19 social distancing.

They also understand the need to continue to provide meals to students, which requires cafeteria workers to rotate shifts which require interactions with members of the community during their workday. Therefore, these workers will be entitled to a non-recurring bonus for the month of April and an additional bonus if the Instructional Continuity Plan continues into May. The bonus will be paid as follows:

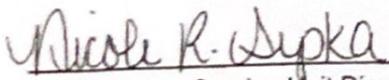
Each cafeteria worker scheduled to report to school sites by Food Service during the respective month will receive a \$108.28 (\$8.28 to cover \$6.71 social security tax and \$1.57 for medicare tax) bonus. The April bonus will be paid on May 15, 2020 and the May bonus will be paid on June 12, 2020 after rosters and work for each month is verified by the Food Service Director. The employee will pay their own income tax deduction.

Both parties agree that this agreement does not set precedence.

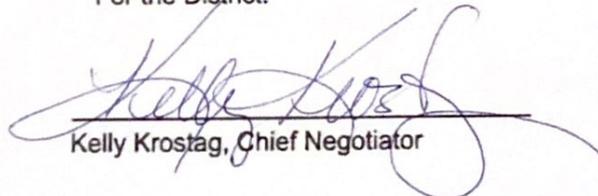
APPROVED
ESCAMBIA COUNTY SCHOOL BOARD
APR 21 2020
MALCOLM THOMAS, SUPERINTENDENT
VERIFIED BY RECORDING SECRETARY

Agreed by the parties April 8, 2020 (date).

For the Union:


Nicole Sipka, Service Unit Director

For the District:


Kelly Krostag, Chief Negotiator

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

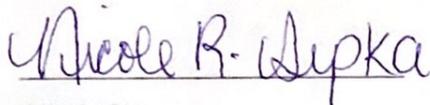
Due to executive orders by Governor Ron Desantis requiring districts to implement an Instructional Continuity Plan remotely, all requirements of the performance evaluation are now waived for the 2019 – 2020 school year.

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).

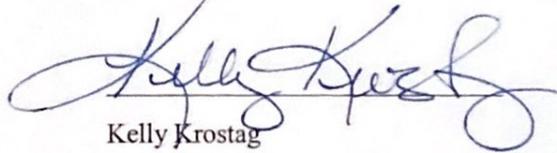
For the Union:



Nicole Sipka

Escambia FEA Service Unit Director

For the District:



Kelly Krostag

Chief Negotiator

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UNION OF ESCAMBIA EDUCATION STAFF PROFESSIONALS

DOT Physicals:

1. Both parties agree that beginning with the 2019-2020 school year required, yearly DOT physicals will be completed at Marathon Health following Department of Transportation guidelines.
2. Employees will be compensated for one (1) hour of extra time paid at their hourly rate of pay for completing the comprehensive pre-DOT physical assessment if they go during off hours. The appointment for the comprehensive pre-DOT physical should be sixty (60) to ninety (90) days prior to the DOT physical. If the appointment for the pre-DOT physical is within thirty days of the DOT physical, then the hour of extra pay time will not be paid to the employee.
3. Employees will be compensated for one (1) hour of extra time paid at their hourly rate of pay for completing their required DOT physical if they go during off hours for the physical.
4. The district will pay the hour for both pre-DOT physical assessment and/or DOT Physical appointments for employees who met the requirements of attending the appointment retro to July 1, 2019.

APPROVED
ESCAMBIA COUNTY SCHOOL BOARD

NOV 06 2019

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

MALCOLM THOMAS, SUPERINTENDENT
VERIFIED BY RECORDING SECRETARY

For the Union of Escambia Staff
Professionals:

David Elzbeck
David Elzbeck, President

Nicole R. Sipka
Nicole Sipka
Escambia FEA Service Unit Director

For the Escambia County School Board:

Patricia Hightower
Patricia Hightower, School Board Chair

Malcolm Thomas
Malcolm Thomas, Superintendent

Kelly Krostag
Kelly Krostag, Chief Negotiator

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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)

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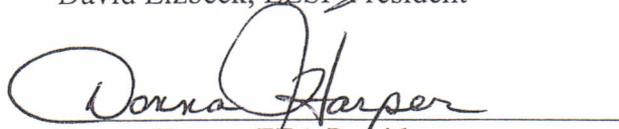
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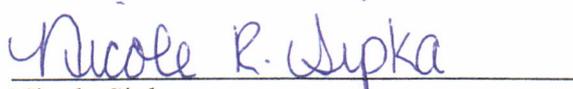
NOV 06 2019

MALCOLM THOMAS, SUPERINTENDENT
VERIFIED BY RECORDING SECRETARY

For the Union:


David Elzbeck, EESP President

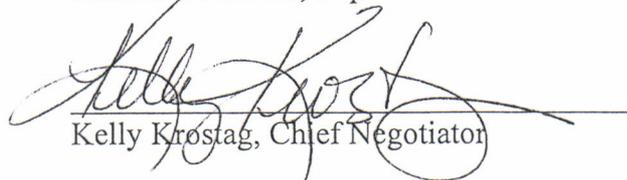

Donna Harper, EEA President


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