

MEMORANDUM OF UNDERSTANDING

Between the

ESCAMBIA COUNTY SCHOOL DISTRICT

And the

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

MEMORANDUM OF UNDERSTANDING

Between the

ESCAMBIA COUNTY SCHOOL DISTRICT

And the

ESCAMBIA EDUCATION ASSOCIATION and

UNION OF ESCAMBIA EDUCATION STAFF PROFESSIONALS

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)

APPROVED
ESCAMBIA COUNTY SCHOOL BOARD

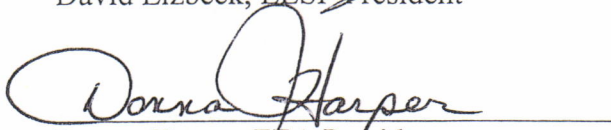
Agreed to by the parties on October 3, 2019 (date).

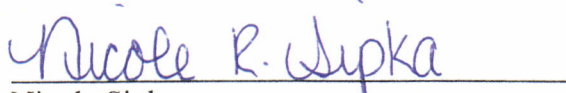
NOV 06 2019

MALCOLM THOMAS, SUPERINTENDENT
VERIFIED BY RECORDING SECRETARY

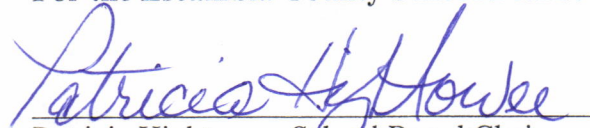
For the Union:



David Elzbeck, EESP President

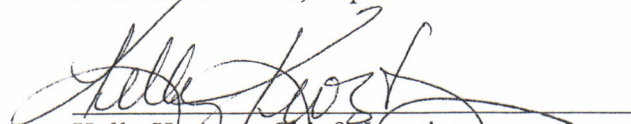

Donna Harper, EEA President


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