

AGREEMENT

Between the

ESCAMBIA COUNTY SCHOOL DISTRICT

And the

UNION OF ESCAMBIA EDUCATION STAFF PROFESSIONALS

This Agreement entered into by and between the District School Board of Escambia County, Florida and the Union of Escambia Education Staff Professionals, FEA, NEA, AFT shall remain in full force and effect for three (3) years from July 1, 2020 through June 30, 2023. Both parties agree to negotiate wages and benefits annually and full book language during the second year of the agreement. The parties agree to adhere to the bargaining process within the authority of Chapter 447, Florida Statutes. In compliance with requirements that tentative agreement items must be formally ratified, the parties agree to establish the following protocol:

Formal ratification votes on tentative agreement(s) by the School Board and bargaining unit shall be held as necessary;

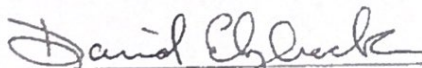
Interim decisions to implement agreements before formal ratification shall be confirmed in writing in the form of Memorandum(s) of Understanding signed by the Union President and Business Agent and by the Superintendent and/or his designee, subject to the approval of the School Board and the Board of Directors of the Union of Escambia Education Staff Professional;

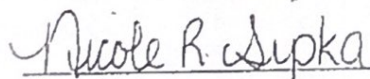
Issues may be raised through the appropriate process for consideration at any time during the life of the Agreement; and,

The provisions of this agreement shall extend automatically until a successor agreement has been ratified by both parties.

Agreed to by the parties on June 29, 2020 (date).

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

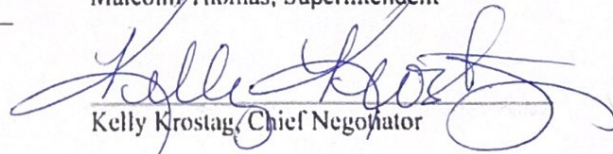
  
David Elzbeck, President

  
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