

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

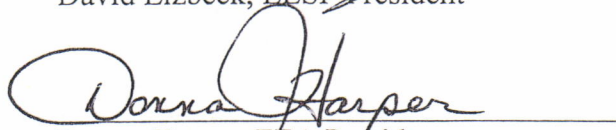
Agreed to by the parties on October 3, 2019 (date).

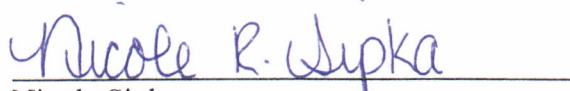
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MALCOLM THOMAS, SUPERINTENDENT
VERIFIED BY RECORDING SECRETARY

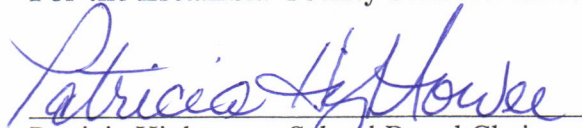
For the Union:

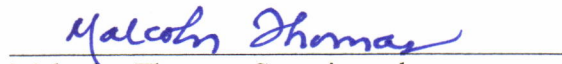

David Elzbeck, EESP President

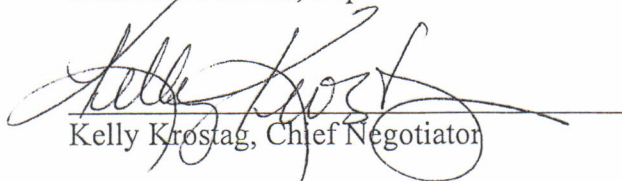

Donna Harper, EEA President


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