

MEMORANDUM OF UNDERSTANDING

Between the

ESCAMBIA COUNTY SCHOOL DISTRICT

And the

ESCAMBIA EDUCATION ASSOCIATION and

UNION OF ESCAMBIA EDUCATION STAFF PROFESSIONALS

Escambia County School District (ECSD), the Escambia Education Association (EEA), and the Union of Escambia Education Staff Professionals (UEESP) hereby confirm the following agreement related to COVID-19 leave for employees.

**Whereas:** The Families First Coronavirus Response Act (FFCRA) expanded the emergency sick leave and emergency family and medical leave for all employees through December 31, 2020

**Whereas:** The Consolidated Appropriations Act (CAA) did not extend employees' entitlement to FFCRA leave beyond December 31, 2020.

**Whereas:** ECSD, EEA, and UEESP desire to limit the spread of COVID-19 in our schools.

**NOW, THEREFORE,** the parties agree as follows:

ECSD will continue to offer emergency sick leave and emergency family medical leave as outlined in the FFCRA through June 30, 2021.

Agreed to by the parties on January 8, 2021 (date).

**For the Union:**

David Elzbeck  
David Elzbeck, UEESP President

Darzell Warren  
Darzell Warren, EEA President

Nicole R. Sipka  
Nicole Sipka  
Escambia FEA Service Unit Director

**For the Escambia County School Board:**

William E. Slayton, School Board Chair

Timothy A. Smith, Ed.D., Superintendent

Dr. Kimberly Thomas  
Dr. Kimberly Thomas, Chief Negotiator