

MEMORANDUM OF UNDERSTANDING
Between the
ESCAMBIA COUNTY SCHOOL DISTRICT
And the
ESCAMBIA EDUCATION ASSOCIATION / UNION OF ESCAMBIA
EDUCATIONAL STAFF PROFESSIONALS

Due to the calendar changes as a response to preparation for start of school during the COVID – 19 pandemic, both parties have agreed to a change in the Master Contracts for this academic year (2020 – 2021). Even though our support professionals and our teachers will be paid the same salary over this school year, this change in language is to provide an option if our employees needing to supplement their income at the beginning of this year.

The change offers the option to apply and receive the annual payment for accumulated sick leave that was earned for the previous school year, and that is unused at the end of the school year, based on the daily rate of pay of the employee multiplied by eighty percent (80%) to be paid in SEPTEMBER instead of DECEMBER. Days for which such payment is received shall be deducted from the accumulated leave balance. The application date for this academic school year will begin after approval of the Board until the end of August in lieu of the annual October date for application.

The language in this MOU sunsets on June 30, 2021, and we shall return to original contract language.

For the Union:

Nicole R. Supka
Escambia FEA Service Unit
Director

DATE SIGNED:

8/5/2020

For the District:

Dr. Kimberly Thomas
Chief Negotiator

School Board Chairperson

Patricia Hightower

Superintendent of Schools

Malcolm Thomas