



MEMORANDUM OF UNDERSTANDING
between
ESCAMBIA COUNTY PUBLIC SCHOOLS
and the
ESCAMBIA EDUCATION ASSOCIATION

TEACHER SALARY SCHEDULE COMMITTEE TO BEGIN IN 2025

The School Board of Escambia County and the Escambia Education Association shall begin to review and research opportunities for the development of a salary schedule that will allow for verified years of teaching experience to be a consideration for future salary improvements.

Both parties agree the salary schedule must be compliant with State legislation and ultimately be approved by the Florida Department of Education. If necessary, both parties also agree that current master contract language may also need to be addressed in order to reflect the results of the negotiated salary schedule.

This committee shall be composed of appointed union representatives and selected district personnel to assist in the data and research that will be required of this task. The committee shall meet regularly after negotiations for the 2024-2025 year have been approved and implemented by the School Board.

Agreed to by the parties on _____ (Date).

For the Escambia Education Association:

For the Escambia County School Board:

Darzell Warren, EEA President

David Williams, Board Chair

Nick Mrozowski,
Escambia FEA Service Unit Director

Keith Leonard, Superintendent

Caroline Gray, Chief Negotiator