

MEMORANDUM OF UNDERSTANDING

BETWEEN

The School Board of Escambia County AND The Escambia Education Association

WHEREAS, the School Board of Escambia County and the Escambia Education Association (EEA) recognize the importance of addressing salary schedule concerns to attract and retain quality educators; and

WHEREAS, both parties agree to collaboratively review and research opportunities for the development of a salary schedule that considers verified years of teaching experience for future salary improvements and/or realignment; and

WHEREAS, both parties acknowledge that any proposed salary schedule must comply with applicable State legislation and receive approval from the Florida Department of Education; and

WHEREAS, both parties understand that existing master contract language may require modifications to reflect the results of the negotiated salary schedule; and

WHEREAS, the School Board of Escambia County and EEA are committed to equity, particularly in addressing compression and misalignment of job experience within the current performance pay schedule, within the confines of Florida law;

NOW, THEREFORE, BE IT RESOLVED THAT:

1. A committee shall be established to review and research opportunities for developing a solution aligned with the above-stated goals.
2. The committee shall be composed of appointed union representatives from the EEA, not to exceed five (5) members, and selected district personnel, not to exceed five (5) members.
3. The committee shall meet regularly, at least once a month, beginning after the approval and ratification of the negotiated salary schedule for the 2024-2025 school year by the School Board.
4. The committee's mission shall be to:
 - o Address the compression and misalignment of job experience within the current performance pay schedule.
 - o Ensure equitable salary considerations for experienced educators.
 - o Develop recommendations that comply with Florida law and align with State legislative requirements.
5. Both parties agree to cooperate in providing the necessary data and research to support the committee's work.

- The recommendations of the committee shall be presented to both the School Board of Escambia County and the Escambia Education Association negotiation teams for implementation.

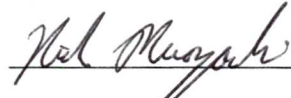
IN WITNESS WHEREOF, the undersigned have executed this Memorandum of Understanding on this 16th day of January 2025.

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