

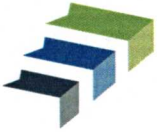
Collective Bargaining District Proposal #3
Wednesday, November 15, 2023

For the Escambia Educators Association (EEA):

1. The ratified agreement from 2022-2023 improved the minimum teacher's salary for the 2023-2024 year from \$45,700 to \$47,500 effective July 1, 2023. This improved the wages of approximately 1,800 teachers which ranged in a percent increase ranging from 0.5% to 3.9%.
 2. All teachers' salaries will increase by no less than **3%** for the 2023-2024 year. The annual salary increase will range from **\$1,400 to \$2,200** depending on the teachers' current salary level. Teachers who received less than 3% in Item 1 will receive a "catch-up" raise to receive a cumulative 3% increase.
 3. For 2022-2023 overall performance ratings, the following payments will be awarded:
 - a. \$200 (1 Level increase) for all teachers rated Effective
 - b. \$400 (2 Level increase) for all teachers rated Highly Effective
 4. A supplement of **\$800** to be paid to ESE teachers with the following job assignments:
*ESE PK-VE Self Contained Teacher; ESE Access Points Teacher;
ESE ASD Teacher; ESE-VE Self Contained Teacher; INCLUSIVE OF INSTRUCTIONAL PERSONNEL
AT HOPE HORIZON & ESCAMBIA WESTGATE*
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For the Union of Escambia Education Staff Professionals:

1. A 1% General Improvement (COLA) to the entirety of the ESP Salary Schedule.
2. One (1) Step Roll for all eligible ESP employees excluding School Bus Operators.
ESP Master Contract Eligibility:
VI.4.G: Full time ESPs are eligible for any negotiated step roll(s) if he/she is employed on the date of ratification and has had continuous employment from on or before March 1st of the prior fiscal year. Employees who received a promotion after July 1 of the current year will receive their step roll(s) in their previous classification and then placed in their promotional classification as outlined in Article VII.2.F. Retirees will be eligible for retro pay.
3. All School Bus Operators shall maintain their step level and move from Pay Grade 17 to Pay Grade 19 to reflect an approximate 8.0% hourly rate increase. They will not receive the additional Step Roll for '23-24.



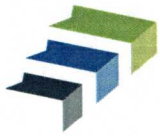
4. The following groups of Warehouse employees shall receive the step roll as referenced in item 2 and the following Pay Grade improvements:
 - a. Warehouse Driver-Equipment Operator from Pay Grade 14 to Pay Grade 16 (+2.1%)
 - b. Warehouse Technician II from Pay Grade 15 to Pay Grade 16 (+1%)
 - c. Warehouse Technician III from Pay Grade 18 to Pay Grade 19 (+4.7%)

5. The following groups of Food Service employees shall receive the step roll as referenced in item 2 and the following Pay Grade improvements:
 - a. Food Service Asst. II from Pay Grade 10 to Pay Grade 12 (+1.7%)
 - b. Food Service Asst. MGR from Pay Grade 12 to Pay Grade 14 (+1.9%)
 - c. Food Service MGR I from Pay Grade 15 to Pay Grade 17 (+2.1%)
 - d. Food Service MGR II from Pay Grade 17 to Pay Grade 18 (+3.2%)
 - e. Food Service MGR III from Pay Grade 19 to Pay Grade 20 (+4.6%)
 - f. Food Service MGR IV from Pay Grade 21 to Pay Grade 22 (+4.6%)

Supplements:

- S1. EPA Card Supplement (Must be working in Freon capacity) - \$0.25 per hour
- S2. ESE Self Contained Supplement working with ESE, ASD, ESE Pre-K or VE multi-grade (self-contained) students. - \$0.25 per hour

All increases, supplements, and benefits are retroactive to July 1, 2023 to eligible employees and those retirees that retire during the school year of 2023-2024.



The School Board and Superintendent propose for all Instructional Personnel **AND** Educational Staff Professionals (ESPs) to receive a one-time, non-recurring Recruitment and Retention Supplement of \$1,000 payable in two \$500 installments. These payments will be subject to taxes, but not benefits. The first installment is to be paid on Wednesday, December 20, 2023, and the second installment will be paid on Friday, May 24, 2024.

To be eligible for the first payment, employees must be:

- Employed on or before October 1, 2023 with no break in service to December 20, 2023.
- Actively employed on the date of payment.
- Eligible leave: FMLA and Workers Compensation Leave
- Ineligible: LOA and Suspension without pay

To be eligible for the second payment, employees must be:

- Employed on or before February 1, 2024 with no break in service to May 24, 2024.
- Actively employed on the date of payment.
- Eligible leave: FMLA and Workers Compensation Leave
- Ineligible: LOA and Suspension without pay