Escambia County
PUBLIC SCHOOLS

Escambia Education Association

MEMORANDUM OF UNDERSTANDING

between

ESCAMBIA COUNTY PUBLIC SCHOOLS and the **ESCAMBIA EDUCATION ASSOCIATION**

Purpose

To establish how **Classroom Teacher and Other Instructional Personnel Salary Increase** funds will be distributed in compliance with Florida law requiring a board-approved and union-ratified plan. The District's allocation less the Charter distribution is **$2,434,132.74** and is subject to FICA (7.65%) and District contribution of FRS (13.59%).

Distribution

1. These dollars will be divided equally among eligible classroom teachers with 10 or more years of public school teaching experience in the state of Florida as dictated by Florida law.
2. The total number of eligible teachers will be determined on or before August 31, 2026 and then the funds will be divided equally and paid accordingly.

Proviso language to Classroom Teacher and Other Instructional Personnel Salary Increase: From the funds in Specific Appropriations 5 and 88, $201,388,752 is provided for school districts and charter schools to provide salary increases to full-time classroom teachers and certified prekindergarten teachers funded in the Florida Education Finance Program with at least ten years of full-time teaching experience in a Florida public school. The amount of such an increase may not exceed $3,000. If a school district has any funds remaining after providing the salary increases, the school district must use these funds to provide salary increases to instructional personnel or for increased costs related to personnel compensation and provide a report to the department by January 1, 2027, on the expenditure of such funds. Each school district and charter school shall use 1.06 percent of its base FEFP funding amount as provided in HB 5001.

This agreement takes effect upon School Board approval and Union ratification. It is understood that the ratification of this memo of understanding does not conclude the end of negotiations for the salaries of the remaining members of the bargaining unit and the changes in language to the 2022-2025 Master Contract. Negotiations will continue between Escambia County Public Schools and the Escambia Education Association.

For the Escambia Education Association:

Carol Cleaver, EEA President

Kathleen Abrahamson
Escambia FEA Service Unit Director

For the Escambia County School Board:

Thomas Harrell, Board Chair

Keith Leonard, Superintendent

Caroline Gray, Chief Negotiator