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5-20-2009
K. [Signature]
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MEMORANDUM OF AGREEMENT
Between the
School District of Escambia County
And
Escambia Education Association

Concerning the Pilot Program to Reconstitute Warrington Middle School
For the School Years 2009-2010 and 2010-2011

Instructional staff from Warrington Middle School who hold a Continuing Contract or Professional Services Contract in Escambia County will have the opportunity to complete a reassignment survey questionnaire. The district will then place those individuals by seniority and certification(s). Annual Contract teachers at Warrington Middle School will be afforded the opportunity to apply for positions at Warrington Middle School or for any other vacancy within the District.

All instructional positions at Warrington Middle School will be advertised as required in the collective bargaining agreement. Any teacher within the district (closed posting) may apply online for a position at Warrington Middle School. If instructional positions exist after the initial advertisement and hiring process, the next posting and all postings thereafter shall be open postings.

The Warrington Middle School instructional staff will be required to report to work two weeks prior to the normal pre-school period. Instructional staff will be paid their normal rate of pay during the additional two week period. Their normal work hours will be 7.5 hours each day. However, it is understood that instructional staff at Warrington Middle School may be required to participate in professional activities that extend beyond the normal work day. These additional professional activities that occur outside the teacher's normal workday shall not exceed a total of ten hours per month.

Instructional employees who are hired at Warrington Middle School will receive a signing bonus (total = \$2,500). The signing bonus will be provided in two equal installments. The first half of the signing bonus will be paid after initial employment at Warrington Middle School. The second half of the signing bonus will be paid after the employee completes the first nine week grading period. A payment schedule will be provided when available.

An additional incentive may be earned by all instructional staff at the time the school grade for the Florida Comprehensive Achievement Test (FCAT) is received. The amount of the performance-based final incentive shall be the following:

- School Grade of A = \$6,000
- School Grade of B = \$4,000
- School Grade of C = \$2,000

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In order to be eligible for the performance-based final incentive, an instructional employee must have been employed at Warrington Middle School prior to the October FTE, have continuous employment at Warrington Middle School through the administration of FCAT, and have worked a minimum of 99 work days at Warrington Middle School.

Each instructional staff member shall make a two year commitment to Warrington Middle School. However, a Continuing Contract or Professional Services Contract employee may voluntarily transfer at the conclusion of the first year. If the eligible individual is not successful with the priority transfer process, the employee may apply for other vacancies as they become available or the District will involuntarily transfer the individual.

The Principal has the ability to request that the Superintendent involuntarily transfer an employee who is not meeting expectations and has been given reasonable opportunity for improvement. However, an involuntary transfer cannot be for arbitrary, capricious or discriminatory reasons. All provisions for Annual Contract teachers at Warrington Middle School, as established through Florida Statutes and the existing collective bargaining agreement, shall remain in full force and effect.

During the 2009 – 2010 school year, a committee comprised of Warrington Middle School instructional and educational support staff representatives, Escambia Education Association representatives, Union of Escambia Education Staff Professionals, and District administration will develop “expectation criteria” to be used for the final performance-based incentive during the 2010 – 2011 school year. It is the parties’ intent to implement the “expectation criteria” component so that factors in addition to the final FCAT score can be used for determining school and individual performance.

The parties expressly understand that the pilot program to reconstitute Warrington Middle School and the funding source is only for the 2009 - 2010 and 2010 – 2011 school years. Any unforeseen issues relating to the implementation of this pilot reconstitution program at Warrington Middle School that arises shall be addressed by the parties in an effort to achieve acceptable resolution.

Agreed to by the parties on _____ (date).

For the Escambia Education Association:

For the Escambia County School Board:

Gail Husbands, President

Patricia Hightower, School Board Chairman

Bill Vincent
Escambia FEA Service Unit Director

Malcolm Thomas, Superintendent

Keith Leonard, Chief Negotiator