

**SBBC FINAL PROPOSAL – 12/4/17
SALARY PROPOSAL
BTU NEGOTIATIONS**


SALARY PROPOSAL

For the 2017-2018 school year, eligible employees shall receive an increase of up to 3.51% effective July 1, 2017 in the following manner.

		Offer
Grandfathered Schedule	Levels M, N, O, P, Q, R	3.5%
	Levels A, C, D, E, F, G, H, I, J, K, L, S	2.6%
PFP Schedule	Effective	2.6%
	Highly Effective	3.51%
	Levels T & U One-Time Non-Recurring Bonus	\$1,000
	One-Time Longevity Bonus 15 or more years of District Service (Excluding Levels S, T, & U) service requirement measured as of July 1, 2017.	\$300

TA

 Linda Gonzalez
 12/4/17
 Date


 Anna Fusco
 12/4/17
 Date

**ARTICLE THIRTY-SIX
TERM OF AGREEMENT**

A. This Agreement shall be effective as of August 16, 2016, and shall remain in effect through August 15, 2019.

~~For the 2017-2018 school year, either party is entitled to reopen the contract for the purpose of negotiating salary, economic increases and insurance, except for health insurance provisions contained in Article 22, Section B(1)(a) through B(1)(f).~~ For the 2018-2019 school year, either party is entitled to open the contract for the purpose of negotiating salary and economic increases, and up to two additional articles.

B. **Commencement of Negotiations:** No later than May 1st, of contract years two and three, either party may require, by written notice to the other, to commence negotiations.

THE SCHOOL BOARD OF BROWARD
COUNTY, FLORIDA

BROWARD TEACHERS UNION

School Board Chair

President and Chief Negotiator,
Anna Fusco

Superintendent, Robert W. Runcie

Co-Chief Negotiator, Kathleen Phillips

Chief Negotiator, Linda Gonzalez

Chief Negotiator, Dorothy Davis

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A.F. 12/4/17
J.G. 12/4/17

T.A. A.F.
12/4/17
JY

**APPENDIX E
TEACHERS SALARY SCHEDULE**

**GRANDFATHERED SALARY SCHEDULE
EFFECTIVE 2016-2017 2017-2018 SCHOOL YEAR,
Effective the first day of each employee's 2016-2017 2017-2018 work calendar.**

Level	Salary
B	\$43,286 <u>44,411</u>
C	\$44,342 <u>45,495</u>
D	\$44,872 <u>46,039</u>
E	\$46,494 <u>47,703</u>
F	\$47,035 <u>48,258</u>
G	\$47,355 <u>48,586</u>
H	\$47,843 <u>49,087</u>
I	\$48,111 <u>49,362</u>
J	\$49,077 <u>50,353</u>
K	\$49,938 <u>51,236</u>
L	\$50,610 <u>51,926</u>
M	\$51,896 <u>53,712</u>
N	\$52,577 <u>54,417</u>
O	\$53,966 <u>55,855</u>
P	\$55,411 <u>57,350</u>
Q	\$58,100 <u>60,134</u>
R	\$62,941 <u>65,144</u>
S	\$71,760 <u>73,626</u>
T-U	\$75,035

Employees on Levels "T" and "U" shall receive a ~~\$2,000 increase~~ one-time, non-recurring bonus of \$1,000 for the ~~2016-2017~~ 2017-2018 school year and the salary shall be \$75,035 (not inclusive of the \$1,000 bonus payment).

~~For the 2016-2017 school year, Grandfathered Teachers shall retain their same salary level and receive a base salary increase as mutually agreed upon by the parties through collective bargaining.~~

Longevity Bonus Award: Grandfathered Teachers (except for Levels S, T & U) with fifteen (15) or more years of District service as of July 1, 2017 shall receive a one-time, non-recurring bonus award of \$300.

1. Teachers Returning from Leave

Employees returning from a Board approved leave shall be placed at the same level the employee was on prior to the leave. A teacher returning from a Board approved leave and who has not gained additional classroom teaching experience, shall be placed at a level on the salary schedule which

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is closest but not less than what the teacher was earning prior to the leave. Although not guaranteed, teachers may be granted teaching experience credit for the work performed during the Board approved leave for verified classroom teaching experience, provided the request is submitted within three months of returning to Broward County Public Schools.

2. Any employee who receives an unsatisfactory rating(s) on his/her annual evaluation shall become eligible for and shall receive payment for a negotiated salary increase retroactive to the date of salary schedule improvements after he/she has satisfactorily fulfills the terms of the professional development plan resulting from the unsatisfactory rating(s) and has been rated satisfactory. Until that occurs, the employee's salary shall remain frozen at the rate of pay for the previous year.

3. **Advanced Degree Stipends:**

	Out-of-Field*	In-Field
Master's Degree	\$2,600	\$3,650
Specialist Degree	\$5,000	\$6,800
Doctor's Degree	\$7,000	\$8,000
Basic Incentive Award	\$1,400	\$2,000
Advanced Incentive Award	\$2,200	\$2,700

*Effective November 1, 1994, bargaining unit members may only qualify to earn degree's in-field. However, unit members who held out-of-field degrees and incentives on November 1, 1994, shall continue to receive the remuneration listed above in the column entitled "out-of-field" for as long as they work for the Board in this bargaining unit without a break in service. A Board approved leave is not considered a break in service.

Bargaining unit members hired prior to July 1, 2011 who earn an advanced degree shall be granted an in-field advanced degree stipend as defined in Appendix A.

Bargaining unit members hired on or after July 1, 2011 who earn an advanced degree shall be paid a salary supplement in the amount equal to the advanced degree stipend above; but only if the advanced degree is in the bargaining unit member's area of certification.

4. **New Educator Professional Improvement Supplement:** A three hundred dollar (\$300) payment shall be payable to any teacher who has less than three (3) years of credited experience and accumulates a minimum of six (6) college credits or the equivalent in-service coursework within any of the first three (3) years of teaching experience on the salary schedule. The courses should enable employees to become highly qualified or to improve their skills in their teaching field(s).

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2017-2018 PAY FOR PERFORMANCE INITIAL PLACEMENT CHART FOR TEACHERS HIRED AFTER JUNE 30, 2017

Years of Experience	Salary
0-2	\$40,724
3	\$41,742
4-7	\$42,760
8	\$43,269
9-10	\$43,981
11	\$44,490
12	\$44,796
13	\$45,254
14	\$45,707
15	\$46,164

PAY FOR PERFORMANCE SCHEDULE PLACEMENT CHART FOR TEACHERS

New teachers on the Pay for Performance Salary Schedule shall be initially placed on the salary level reflected in the Pay for Performance Schedule Placement Chart.

The Years of Experience column is solely for initial placement of teachers on the Pay for Performance Schedule. Annual salary increases following initial placement shall be based upon the outcome of each teacher's overall evaluation rating and/or negotiated increases. In accordance with F.S. 1012.22 only teachers receiving an overall evaluation rating of Highly Effective or Effective are entitled to a Pay for Performance salary increase. Teachers receiving an overall evaluation rating of Needs Improvement or Unsatisfactory, or teachers who do not receive an evaluation, are not entitled to a Pay for Performance salary increase. Once placed upon the Pay for Performance Placement Chart, each teacher will receive salary increases based upon performance and will therefore have an individualized salary.

For the ~~2016-2017~~ 2017-2018 school year, teachers on the Pay for Performance Salary Schedule shall receive a salary adjustment, based on the ~~2015-2016~~ 2017-2018 overall evaluation ratings, in the following manner:

1. Highly Effective - ~~5.10%~~ 3.51%
2. Effective - ~~3.0%~~ 2.6%

Longevity Bonus Award: Pay for Performance Teachers with fifteen (15) or more years of District service as of July 1, 2017 shall receive a one-time, non-recurring bonus award of \$300.