

**MEMORANDUM OF UNDERSTANDING BETWEEN THE SCHOOL BOARD OF
BROWARD COUNTY, FLORIDA AND THE BROWARD TEACHERS UNION-
EDUCATION SUPPORT PROFESSIONALS**

The School Board of Broward County, Florida and the Broward Teachers Union-Education Support Professionals agree to implement the following steps in order to address common concerns and to reflect the past understandings of the parties in regard to provisions of the collective bargaining agreement:

1. References shall reflect the classifications of Certified Classroom Assistant and Certified Teacher Assistant wherever the terms should be applied in the collective bargaining agreement in place of titles that are no longer active. When the parties agree to the appropriateness of references within the collective bargaining agreement, they have the authority to make those changes in the collective bargaining agreement without the need for ratification by members of the bargaining unit or approval by the School Board.
2. Those salary schedules for pay grades that no longer apply to Education Support Professionals who have been reclassified as Certified Classroom Assistants and Certified Teacher Assistants shall be removed from the collective bargaining agreement and shall no longer be in effect whenever there are no longer any employees assigned to one of those specific salary schedules.
3. The parties agree to refer the issue of layoff procedures to the labor/management committee to recommend procedures that may reduce the number of ESP employees who are laid off and later rehired by the Board and increase the efficiency of the recall notification process. The goal of the committee's recommendations shall be to reduce the insecurity of employment with the Board and to reduce the cost of administering layoff procedures and associated benefits.