

## **PREAMBLE**

This AGREEMENT, by and between THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA, hereinafter called the "Board," and THE BROWARD TEACHERS UNION-EDUCATION SUPPORT PROFESSIONALS, an affiliate of the Broward NEA Uniserv, the Florida Teaching Profession-NEA, and the National Education Association, hereinafter called the "BTU-ESP." Witnesseth:

WHEREAS, the Board and the BTU-ESP have negotiated in good faith, with the BTU-ESP acting as the exclusive agent for the educational support professionals included in the certified unit with respect to wages, hours, and terms and conditions of employment, and

WHEREAS, the parties, following extended and deliberate negotiations, have reached certain understandings which they desire to confirm in this Agreement.

In consideration of the following mutual covenants, it is hereby agreed as follows:

## **PURPOSE AND INTENT**

It is the purpose of this Agreement to provide, where not otherwise provided by the Constitution of Statutes of the State of Florida or Board policies, for the wages, hours and terms and conditions of employment of the employees covered by this Agreement, assure the continuous and efficient operation of the school system, and to provide an orderly, prompt, peaceful and equitable procedure for the resolution of differences between employees and the District; however, this section shall be applied in accordance with Article 18 (c) of this Agreement and nothing provided herein shall deprive employees of their rights under F.S. 477.301.