

**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 the following:

1. For the 2012-2013 school year, on one early release day during the second semester, newly hired ESP employees shall be assigned to attend a joint orientation program collaboratively developed by the District and BTU-ESP.

2. For the 2013-2014 school year, on one early release day in the first semester and one early release day in the second semester, newly hired ESP employees shall be assigned to attend a joint orientation program collaboratively developed by the District and BTU-ESP.

3. This agreement is in effect for the 2012-2013 and 2013-2014 school years only. The program may be extended with mutual agreement of the parties.