

FIRST ADDENDUM TO 2015-2018 COLLECTIVE BARGAINING AGREEMENT

This FIRST ADDENDUM ("ADDENDUM") is entered into between the City of Pembroke Pines, a Florida municipal corporation, whose address is 10100 Pines Boulevard, Pembroke Pines, Florida 33026 (the "CITY") and the Broward Teachers Union Local 1975, AFT, NEA, FEA, AFL-CIO (the "UNION") for the purpose of amending an existing Collective Bargaining Agreement between the CITY and the UNION.

WHEREAS, the CITY and the UNION are parties to a Collective Bargaining Agreement (the "CBA") for the school years 2015-16, 2016-17 and 2017-18; and

WHEREAS, 20.10 of the CBA provides for a wage reopener for the 2016-17 school year; and

WHEREAS, the City and BTU have completed reopened negotiations and reached agreement for school year 2016-17 wage increases as hereinafter described.

NOW THEREFORE, the Collective Bargaining Agreement shall be amended as follows:

1. For school year 2016-17 wages will be adjusted as follows:
 - a. Grandfathered Teachers who have not reached the maximum of the pay schedule will receive a \$1,000.00 (One Thousand Dollars) base salary increase, up to the maximum of the pay range.
 - b. Grandfathered Teachers who are at the maximum of the pay range will receive a one-time \$500.00 (Five Hundred Dollars and Zero Cents) payment within 45 days of the ratification of this agreement by both parties, as long as they are employed by the Charter Schools on the date of ratification by both parties.
 - c. Pay for performance teachers who are not at the maximum of the pay range will receive a base salary increase as stated in Section 20.7.
 - d. Pay for performance teachers who are at the maximum of the pay range will receive a one-time bonus payment within 45 days of the ratification of this agreement by both parties calculated as stated above based on performance score.
2. All other terms of the CBA shall continue in full force and effect.

Signature page follows

THE CITY OF PEMBROKE PINES

**BROWARD TEACHERS UNION LOCAL 1975
AFT, NEA, FEA, AFL-CIO**

Mayor

Charles J. Dodge
City Manager

5/8/2017
Date

Anna Green

President

Courtney Leyer

Broward Teachers Union Representative

5/5/17
Date

ATTEST:

City Clerk

APPROVED AS TO LEGAL FORM:

Office of the City Attorney

Ratified by Bargaining Unit on: _____

Ratified by the City Commission on: _____