

T.A. 0.7
10/23/17

**CITY PROPOSAL for 2016-17 School Year
10/23/2017 (prior proposals withdrawn)**

**FIRST ADDENDUM
2016-17 Wage Increases**

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, the City and Union have concluded wage negotiations for the 2016-17 school year pursuant to 20.10 of the CBA and reached an agreement for amendment of the Article 20-Salary as hereinafter described.

NOW THEREFORE, the Collective Bargaining Agreement is amended as follows:

1. For the 2016-17 school year only wages will be adjusted as follows:
 - a. Grandfathered Teachers who have not reached the maximum of the pay schedule will receive a one-time \$1,000.00 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 lump-sum payment within 45 days of the ratification of this agreement by both parties.
 - c. Pay for performance teachers who are not at the maximum of the pay range will receive a base salary increase based on performance level 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 lump-sum payment within 45 days of the ratification of this agreement by both parties calculated based on performance score.
2. The foregoing wage increases will be paid retroactively to 7/1/2016 only to those teachers who are employed by the City Charter Schools on the date of ratification of this First Addendum. Payment of the above will be processed within four weeks of the full execution and ratification of this Addendum.

3. There will be no additional wage increases beyond school year 2016-17 until negotiated by the parties with the exception that if the City Charter Schools receives the funds outlined in HB 7609 by ~~February~~ ^{10/28} ~~1, 2018~~ ^{March 7/2}, the following amounts will be implemented instead of the foregoing amounts (not in addition) to what is listed in Section 1 of this Addendum for the 2016-2017 school year:

- a. Grandfathered Teachers who have not reached the maximum of the pay schedule will receive a one-time \$1,250.00 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 \$750.00 lump-sum payment within 45 days of the ratification of this agreement by both parties.
- c. Pay for performance teachers who are not at the maximum of the pay range will receive a base salary increase based on performance level 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 lump-sum payment within 45 days of the ratification of this agreement by both parties calculated based on performance score.

4. All other terms of the CBA shall continue in full force and effect.

THE CITY OF PEMBROKE PINES

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

Charles A. Dodge

City Manager

Anne Lopez

President

10/24/2017

Date

10/23/17

Date

APPROVED AS TO LEGAL FORM:

[Signature]

Office of the City Attorney

Ratified by Bargaining Unit on: _____

Ratified by the City Commission on: _____

