

**SECOND ADDENDUM
2017-2018 Wage Increases**

This SECOND 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 2017/18 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 2017-2018 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 \$1,200.00 (One Thousand Two Hundred Dollars and Zero Cents) 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 \$1,000.00 (One Thousand Dollars and Zero Cents) 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. All full time teacher members hired after mutual ratification of this Addendum will receive a minimum starting salary of at least \$40,000.00 per complete school year.
3. The minimum of the salary range will be \$40,000.00 effective the beginning of the of the 17/18 school year. The thirteen year salary chart will be adjusted to change any current amount below \$40,000.00 to \$40,000.00.
4. All full time teacher members hired between 6/1/17 and the date of ratification who have an annual salary level of less than \$40,000.00 will have their salary adjusted to

\$40,000.00 retroactive to their date of hire in lieu of any performance based increase for 2017-18.

5. A teacher with experience hired in 2017-18 at a salary of \$40,000 or greater, will not have their salary adjusted. In regards to salary reviews, no teacher hired during the 17/18 school year will be eligible to receive a salary increase until the 2018/19 school year (based on CBA terms negotiated for the 2018/19 school year).
6. The wage increases described in 1 (a-d) will be paid retroactively to the first day of the 2017/18 school year and only to those teachers who are employed by the City Charter Schools on the date of ratification of this Second Addendum by the BTU and the City. Payment of the above will be processed within six (6) weeks of the full execution and ratification of this Addendum.
7. There will be no additional wage increases beyond school year 2017/18 until negotiated by the parties.
8. 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 J. Dodge
City Manager

Ann Laska
President

4/25/2018
Date

4/25/18
Date

APPROVED AS TO LEGAL FORM:

Office of the City Attorney

Ratified by Bargaining Unit on: _____

Ratified by the City Commission on: _____