



Broward Teachers Union

Engaging & Empowering Educators

TSP RATIFICATION INSTRUCTIONS

April 20, 2021

Dear TSP Steward:

Thank you for agreeing to conduct the ratification vote on the two (2) tentative agreements between BTU and the School Board of Broward County: the 2020-2021 Salary Reopener and the 2021-2024 Successor Agreement with duration and reopeners. **The vote is to be conducted on one day only, April 26, 2021.** Below are instructions for conducting the vote.

Inside your packet:

1. Sign in sheet
2. Ratification Notice flyer to post on BTU bulletin board
3. Tally sheets for the vote
4. One (1) PURPLE ballot for every bargaining unit member at the site (**both members and non-members are eligible to vote**)
5. A sign to post at the voting site on voting day
6. Copy of the tentative agreement (actual language being voted on). All members and non-members are eligible to vote on the tentative agreement.
7. Highlights of the tentative agreement flyer

You must adhere to the following:

1. Secure a room and time to hold the ratification vote on April 26, 2021.
2. By April 20, post the ratification notice indicating the time and location of voting on BTU bulletin board.
3. Make P.A. announcements with the date, time, and location of the ratification meeting at your worksite.
4. Set up in the announced location in which the secret ballot vote will take place at the announced time on April 26, 2021.
5. Post a sign at the voting area that says signing by name on roster indicates receipt of the ballot. Ensure that each voter signs next to his/her name before receiving a purple ballot. If the name does not appear, write in the name at the end of the list (if unknown, ask for photo ID).
6. Ensure that the voter places his/her marked purple ballot in the ballot box/envelope.
7. At the conclusion of the voting period, count the ballots for each tentative agreement separately **in the presence of a member witness** and record the counts in the appropriate place on the tally sheet.
8. **Scan or take a photo of the tally sheet and email it to ballotcount@btuonline.com on April 26, immediately following the vote count.**
9. Place the sign in sheet, the tally sheet and any extra ballots in a manila envelope with the marked ballots and then seal the envelope.
10. **Return the envelope via pony to the Pony Warehouse the next morning. Mark outside of envelope Attn: Broward Teachers Union (do not abbreviate).**

If you have any questions or need further clarification, please contact your field staff representative at 954-486-6250. Thank you.



A Union of Education, Technical Support, Charter School and Education Support Professionals

Broward Teachers Union

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April 20, 2021

POST ON BTU BULLETIN BOARD

TSP RATIFICATION NOTICE

For tentative agreements for

2020-2021 SALARY REOPENER

&

**2021-2024 Successor Agreement with Duration &
Reopeners**

between Broward Teachers Union and the Broward County School District

When: April 26, 2021

**Where: Ratification voting
will take place at your worksite**

Time: _____

Room: _____

Location of Ratification Vote Meeting: _____

All members of the bargaining unit are eligible to vote, regardless of union membership.

Please read both tentative agreement (TAs) prior to casting your vote. They are posted under the TSP section of Negotiations on the left side of the home page of the BTU website, btuonline.com, and is available for inspection weekdays between 9 a.m. and 5 p.m. at the BTU office, 6000 N. University Dr., Tamarac, FL 33321. The TAs are also posted on the BTU bulletin board at worksites, along with this notice.

All members of the bargaining unit are invited to observe the ballot counting at each worksite. The signed and sealed ratification vote packets will be returned to the BTU office. The tally sheets will be available for inspection at the BTU office, 6000 N. University Drive, Tamarac, FL.



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BTU will announce the final results to the bargaining unit within three (3) days of voting completion.

NO BONUSES WILL BE AWARDED UNTIL THE SALARY REOPENER TENTATIVE AGREEMENT HAS BEEN RATIFIED BY THE TSP BARGAINING UNIT AND THE SCHOOL DISTRICT.

If you have any questions about the TA, please contact your field staff representative at 954.486.6250. A list of field representatives by work site is posted in the Field Reps menu on btuonline.com.



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OFFICIAL BALLOT COUNT/TALLY SHEETS

**TSP 2020-2021 SALARY REOPENER TA
Ratification**

School/location name: _____

Total votes in favor of ratification: _____

Total votes against ratification: _____

Total votes cast: _____

Counted by:

Print Name

Signature

Print Name

Signature

Date of vote count: _____

TSP TERM OF AGREEMENT TA Ratification

School/location name: _____

Total votes in favor of ratification: _____

Total votes against ratification: _____

Total votes cast: _____

Counted by:

Print Name

Signature

Print Name

Signature

Date of vote count: _____

Please scan or photograph and email this tally sheet to ballotcount@btuonline.com immediately after votes are counted. Then put this sheet inside the manila envelope used as a ballot box and return your packet via pony to the Pony Warehouse. Mark outside of envelope Attn: Broward Teachers Union (do not abbreviate).

TSP RATIFICATION

VOTE

SIGN IN HERE

YOUR SIGNATURE INDICATES RECEIPT OF
A BALLOT FOR THE VOTE



A Union of Education, Technical Support, Charter School and Education Support Professionals

Broward Teachers Union

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The Broward Teachers Union Technical Support Professionals (BTU-TSP) and Broward County Public Schools reached two (2) tentative agreements: the 2020-2021 Salary Reopener and the 2021-2024 Successor Agreement.

Highlights of the 2020-2021 Reopener Tentative Agreement:

- All unit members who were active on the first day of their work calendar and are active as of the date of ratification will receive a one-time, non-recurring bonus of \$1,500.

Highlights of the 2021-2024 Successor Tentative Agreement:

- Establishes the duration of the TSP Successor Collective Bargaining Agreement, effective June 20, 2021 through June 29, 2024.

Upon successful ratification by the bargaining unit and School Board approval, the District has agreed to work to provide the bonuses as soon as possible.

Broward Teachers Union - Technical Support Professionals
SALARY SCHEDULE
2019-2020 2020-2021

APPENDIX D

Handwritten: ALZ TA 4/14/2021
 TA &c 4/14/21

STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14
29	95,012	97,672	100,406	103,217	106,108	109,079	112,133	115,273	118,500	121,818	125,229	128,735	132,340	136,046
28	91,805	94,289	96,862	99,530	102,292	105,149	108,103	111,157	114,312	117,570	120,931	124,398	127,972	131,654
27	88,730	91,215	93,798	96,480	99,261	102,142	105,123	108,204	111,385	114,667	118,050	121,535	125,122	128,811
26	85,851	88,536	91,321	94,206	97,191	100,276	103,461	106,746	110,131	113,616	117,203	120,892	124,683	128,576
25	83,133	85,918	88,803	91,788	94,873	98,058	101,343	104,728	108,213	111,800	115,487	119,274	123,161	127,150
24	80,656	83,541	86,526	89,611	92,796	96,081	99,466	102,951	106,536	110,223	114,010	117,897	121,884	125,971
23	78,328	81,313	84,398	87,483	90,668	93,953	97,338	100,823	104,408	108,095	111,882	115,769	119,756	123,843
22	76,050	79,135	82,320	85,605	89,090	92,675	96,360	100,145	104,030	108,015	112,100	116,285	120,570	124,955
21	73,922	77,107	80,392	83,777	87,262	90,847	94,532	98,317	102,202	106,187	110,272	114,457	118,742	123,127
20	71,945	75,230	78,615	82,100	85,685	89,370	93,155	97,040	101,025	105,110	109,295	113,580	117,965	122,450
19	70,127	73,512	77,000	80,585	84,270	88,055	91,940	95,925	100,010	104,195	108,480	112,865	117,350	121,935
18	68,459	71,944	75,532	79,217	83,002	86,887	90,872	94,957	99,142	103,427	107,812	112,297	116,882	121,567
17	66,942	70,527	74,215	77,900	81,685	85,570	89,555	93,640	97,825	102,110	106,495	110,980	115,565	120,250
16	65,574	69,259	73,047	76,832	80,717	84,702	88,787	92,972	97,257	101,642	106,127	110,712	115,397	120,182
15	64,356	68,141	72,029	75,914	79,900	83,985	88,170	92,455	96,840	101,325	105,910	110,595	115,380	120,265
14	63,288	67,173	71,161	75,250	79,439	83,728	88,117	92,606	97,195	101,884	106,673	111,562	116,551	121,640

THIS SCHEDULE IS BASED ON A 244 DAY CALENDAR AND A 7 1/2 HOUR WORKDAY

For the 2020-2021 school year, bargaining unit employees who were in an active status on the first day of their work calendar and are in an active status as of the date of full certification, will receive a one-time bonus (non-recurring, non-FRS eligible) equal to \$1,500.

2019-2020 Salary Program: All rates on the BTU-TSP Salary Schedule and employee salaries subject to merit increase by 2.0% effective July 1, 2019. Employees who are employed as of the date of Board Approval of this Agreement will receive the increase retroactive to July 1, 2019.

As of the 2016-2017 school year, BTU-TSP employees with fifteen (15) to twenty (20) years of employment tenure with the District as of June 30, 2016 shall receive a recurring payment of \$1,000 annually. As of the 2016-2017 school year, BTU-TSP employees with greater than twenty (20) years of employment tenure with the District as of June 30, 2016 shall receive a recurring payment of \$1,400 annually. Advanced Degree Incentives and Amounts of Incentives: Bachelor's \$1,000; Master's \$1,500; Doctorate \$2,000.

ARTICLE TWENTY
TERM OF AGREEMENT
FORM, EFFECT AND DURATION

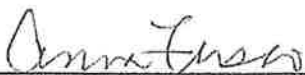
T.A. ~~Oct~~ BTU 4/14/2021
TA Sc 4/14/2021

- A. This Agreement shall be effective ~~July 1, 2018~~ June 30, 2021 and shall remain in effect through ~~June 29, 2024~~ 30, 2021.
- B. Re-openers: For the ~~2019-2020 and 2020-2021~~ 2021-2022, 2022-2023 and 2023-2024 school years, either party is entitled to reopen the contract for the purpose of negotiating insurance, salary and economic increases. Additionally, each party may select up to three (3) additional articles each to negotiate. Negotiations to resolve said items may commence any time after ~~June~~ May 1st of each year.

Referendum Funds are not subject to reopener. However, the parties agree to annually negotiate the distribution of a Referendum Supplement equal to no less than 4% of base salary to eligible employees in the BTU TSP bargaining unit, and shall memorialize the agreed upon distributions in a memorandum of understanding.

- C. Commencement of Negotiations: No later than May 1, ~~2024~~ 2021 either party may require, by written notice to the other, the commencement of negotiations for a successor agreement.
- D. All conditions and benefits of employment shall be maintained during the term of this Agreement at not less than the level in effect as of the effective date of this Agreement, provided that this Article shall not apply in regard to changes which are expressly provided for in this Agreement or result from the implementation of any procedure expressly set for in this Agreement. If a conflict occurs between existing School Board policy and this Agreement, the provisions of this Agreement shall supersede those of School Board policy.
- E. The parties acknowledge that during the negotiations which preceded this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

Dated this 14th day of April, 2021.


President and Chief Negotiator,
Broward Teachers Union

Superintendent, The School Board
of Broward County, Florida

Vice President and Chief Negotiator,
Matthew Decker

Chair

Chief Negotiator, Susan L. Cooper