



## THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

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EMPLOYEE & LABOR RELATIONS  
DOROTHY W. DAVIS, DIRECTOR  
www.browardschools.com

### SCHOOL BOARD

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### MEMORANDUM OF UNDERSTANDING BETWEEN THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA AND THE BROWARD TEACHERS UNION-TECHNICAL SUPPORT PROFESSIONALS

This Memorandum of Understanding is entered into by and between The School Board of Broward County, Florida (the "SBBC"), and the Broward Teachers Union-Technical Support Professionals Supervisory Unit and Non-Supervisory Unit, (the "Union") this 5th day of May, 2016.

WHEREAS, the Union filed the following Grievances: #1415-02-00109 (FMCS Case #150908-03561-3), #1516-02-00012 (FMCS Case #161105-50832-3), and #1415-02-00103 (FMCS Case #150819-57761-3) pursuant to the Collective Bargaining Agreement between the SBBC and the Union, a copy of which is incorporated herein by reference ("Grievance");

WHEREAS, the SBBC, the Union, and Employees of the Bargaining Unit are desirous of avoiding uncertainties, expense, and inconvenience of arbitration proceedings: and,

NOW THEREFORE, the parties agree as follows:

1. Union for itself, and the employees it represents, hereby knowingly and voluntarily withdraws and dismisses with prejudice the Grievances. Except as otherwise expressly stated herein, Union for itself, and the employees it represents, agrees not to reargue, reinstitute, or refile any matters, claims or grievances pertaining to the following

matters: a) The SBBC contracting out of services or Layoffs by the SBBC prior to the date of execution of this agreement; b) Positions eliminated from the 2015-2016 Organization Chart by the SBBC prior to the date of this agreement; and, c) The SBBC's implementation of the 2015 Summer Four (4) Day Workweek schedule. Except as otherwise expressly stated herein, Union for itself, and the employees it represents, agrees not to schedule the above referenced grievances in any arbitration, court, administrative or other legal forum whatsoever, nor shall any other court actions or other legal proceedings of any type be filed that are connected in any fashion to the relationship between Union and/or the employees it represents, and SBBC by virtue of or related directly or indirectly to subcontracting by SBBC, or layoffs associated therewith, positions eliminated from the 2015-2016 Organizational Chart and Implementation of the Four Day Workweek schedule during the 2015 summer, occurring in whole or in part on or before the effective date of this Agreement.

2. In consideration of the foregoing, the parties mutually agree that there shall be no increase to the BTU-TSP Salary Schedule for the 2015-2016 school year. For the 2015-2016 school year, all eligible employees in the BTU-TSP bargaining unit shall receive a step increase retroactive to July 1, 2015. Eligible employees shall be defined as employees who worked one day more than half of their work calendar for the 2014-2015 school year and who are currently employed as of April 4, 2016 in a position which is classified in the BTU-TSP Unit for the 2015-2016 school year. Employees at the top of the salary schedule shall receive a one-time (non-recurring) bonus payment of \$500.

3. The parties jointly agree that, subject to ratification, the current collective bargaining agreement between the Union and SBBC shall be extended for the 15-16 year, subject only to those changes attached hereto as Exhibit A.

4. The terms of the settlement shall not constitute a precedent for any pending or future grievance, contract interpretation, negotiations or grievances.

5. Further, this agreement constitutes the full and final settlement of the Grievances.

IN WITNESS WHEREOF, the parties hereto have executed this Memorandum of Understanding.

School Board of Broward County,  
Florida

Lorenzo Calhoun

By: Lorenzo Calhoun  
Chief Negotiator, School Board of  
Broward County, FL

5/4/16  
Date

Broward Teachers Union

Steven Feldman

By: Steve Feldman, Esq.  
Chief Negotiator – Broward Teachers  
Union

5/4/16  
Date

DG/DWD/LC:jh

Attachments: 3 Grievances, Article 8, Article 9, Article 10, Article 20, *Appendix D*

TA 5/4/16  
 SHF  
 TRD & SHH

**Broward Teachers Union - Technical Support Professionals  
 SALARY SCHEDULE  
 2015-2016 2014-2015**

STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14
29	A	87,177	89,618	92,127	94,706	97,358	100,084	102,887	105,768	108,729	111,773	114,903	118,120	121,428
	H	47,63770	48,97156	50,34256	51,75200	53,20105	54,69096	56,22237	57,79650	59,41460	61,07791	62,78828	64,54632	66,35392
28	A	81,413	83,693	86,037	88,446	90,922	93,469	96,085	98,776	101,542	104,385	107,308	110,312	113,401
	H	44,48818	45,73412	47,01473	48,33126	49,68432	51,07578	52,50663	53,97752	55,48731	57,03701	58,62666	60,25670	61,92766
27	A	76,627	78,772	80,977	83,245	85,576	87,971	90,435	92,967	95,570	98,245	100,986	103,823	106,730
	H	41,87247	43,04471	44,24978	45,48889	46,76269	48,07179	49,41104	50,78044	52,22238	53,68992	55,18884	56,73386	58,32224
26	A	71,409	73,408	75,464	77,577	79,750	81,982	84,278	86,638	89,064	91,558	94,121	96,757	99,467
	H	39,02144	40,11380	41,23713	42,39203	43,57913	44,79905	46,05365	47,34293	48,66874	50,03172	51,43246	52,87284	54,35347
25	A	66,545	68,408	70,324	72,293	74,317	76,398	78,537	80,737	82,998	85,322	87,711	90,166	92,691
	H	36,36362	37,38167	38,42820	39,50446	40,61045	41,74738	42,91463	44,11249	45,35191	46,62398	47,92937	49,27128	50,65096
24	A	62,011	63,747	65,532	67,367	69,254	71,193	73,186	75,235	77,342	79,507	81,733	84,021	86,374
	H	33,86600	34,83469	35,81001	36,81258	37,84364	38,90319	39,99243	41,11203	42,26323	43,44661	44,66281	45,91308	47,19865
23	A	57,784	59,403	61,066	62,776	64,534	66,341	68,199	70,108	72,071	74,089	76,164	78,297	80,490
	H	31,57619	32,46048	33,36955	34,30400	35,26446	36,25215	37,26711	38,31055	39,38310	40,48598	41,61963	42,78525	43,98350
22	A	53,852	55,360	56,911	58,504	60,143	61,827	63,558	65,337	67,166	69,048	70,981	72,969	75,012
	H	29,42740	30,25162	31,09875	31,96943	32,86465	33,78506	34,73128	35,70350	36,70297	37,73092	38,78736	39,87353	40,99005
21	A	50,191	51,596	53,041	54,528	56,053	57,622	59,236	60,895	62,601	64,354	66,156	68,008	69,912
	H	27,42661	28,19447	28,98401	29,79586	30,63298	31,49765	32,38945	33,31003	34,26082	35,16599	36,15060	37,16308	38,20341
20	A	46,765	48,074	49,420	50,804	52,226	53,688	55,192	56,737	58,326	59,959	61,637	63,363	65,138
	H	25,55460	26,26984	27,00551	27,76161	28,53878	29,33760	30,15835	31,00402	31,87220	32,76454	33,68166	34,62477	35,59452
19	A	43,581	44,801	46,056	47,345	48,671	50,034	51,435	52,875	54,355	55,877	57,442	59,050	60,704
	H	23,81451	24,48145	25,16696	25,87165	26,59619	27,34115	28,10654	28,89361	29,70235	30,53400	31,38919	32,26790	33,17138
18	A	40,614	41,750	42,920	44,121	45,356	46,627	47,932	49,274	50,653	52,072	53,530	55,030	56,571
	H	22,19331	22,81442	23,45349	24,10990	24,78488	25,47906	26,19243	26,92563	27,67926	28,45455	29,25153	30,07080	30,91299
17	A	37,852	38,912	40,001	41,120	42,272	43,455	44,672	45,923	47,209	48,531	49,899	51,287	52,722
	H	20,68421	21,26320	21,85830	22,47012	23,09928	23,74578	24,41085	25,09450	25,79735	26,51940	27,26186	28,02542	28,81001
16	A	35,268	36,255	37,271	38,314	39,388	40,490	41,623	42,786	43,986	45,218	46,484	47,786	49,124
	H	19,27231	19,81167	20,36653	20,93686	21,52329	22,12582	22,74507	23,38166	24,03620	24,70993	25,40103	26,11255	26,84389
15	A	32,865	33,785	34,731	35,703	36,703	37,731	38,787	39,873	40,989	42,137	43,317	44,529	45,776
	H	17,98888	18,46171	18,97879	19,51010	20,05628	20,61794	21,19508	21,78833	22,39830	23,02559	23,67023	24,33283	25,01400
14	A	30,759	31,620	32,506	33,415	34,352	35,314	36,303	37,319	38,364	39,439	40,542	41,678	42,845
	H	16,80831	17,27884	17,76258	18,25983	18,77134	19,29709	19,83768	20,39315	20,96410	21,55116	22,15430	22,77479	23,41262

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

For the 2015-2016 school year, all eligible employees in the BTU-TSP bargaining unit shall receive a step increase retroactive to July 1, 2015. Eligibility for Step Advancement shall include any employee who worked one day more than half of their work calendar for the 2014-2015 school year and who is currently employed as of April 4, 2016, in a position which is classified in the BTU-TSP Unit.

For the 2015-2016 school year, employees on the top step of the salary schedule shall receive a one-time (non-recurring) bonus payment of \$500.

Advanced Degree Incentives and Amounts of Incentives: Bachelors - \$1,000, Masters - \$1,500 and Doctorate - \$2,000.

The rates on this salary schedule and employee salaries subject to it increased by 2.2% effective July 1, 2014.

All rates on this salary schedule and employee salaries subject to it shall increase by 2.5% effective January 1, 2014.

For the 2014-2015 School Year, employees shall remain on the same step as assigned for the 2013-2014-2013 School Year.