



THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

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

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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	47,637	48,971	50,342	51,752	53,205	54,699	56,223	57,785	59,384	61,021	62,695	64,406	66,153
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	44,488	45,732	47,013	48,332	49,693	51,097	52,546	54,041	55,582	57,170	58,806	60,490	62,222
27	A	76,627	78,772	80,977	83,245	85,576	87,971	90,435	92,967	95,570	98,245	100,996	103,823	106,730
	H	41,872	43,047	44,247	45,488	46,769	48,091	49,454	50,859	52,306	53,795	55,326	56,900	58,518
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	39,021	40,138	41,271	42,429	43,613	44,823	46,059	47,322	48,613	50,032	51,486	52,975	54,500
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	36,362	37,381	38,428	39,504	40,608	41,741	42,903	44,095	45,317	46,569	47,851	49,164	50,508
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	33,866	34,836	35,810	36,812	37,843	38,903	39,992	41,110	42,257	43,434	44,641	45,878	47,146
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	31,576	32,468	33,385	34,304	35,246	36,215	37,211	38,235	39,287	40,367	41,475	42,611	43,774
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	29,427	30,252	31,087	31,963	32,868	33,803	34,768	35,763	36,788	37,843	38,928	39,943	40,988
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	27,426	28,194	28,962	29,758	30,583	31,437	32,320	33,233	34,176	35,149	36,152	37,185	38,238
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	25,546	26,298	27,051	27,816	28,593	29,392	30,213	31,056	31,921	32,808	33,718	34,651	35,607
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	23,815	24,485	25,166	25,868	26,591	27,335	28,110	28,916	29,753	30,621	31,521	32,453	33,417
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	22,193	22,814	23,454	24,109	24,788	25,481	26,198	26,939	27,714	28,524	29,367	30,243	31,153
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	20,682	21,263	21,863	22,472	23,099	23,743	24,404	25,081	25,785	26,516	27,273	28,056	28,865
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	19,272	19,816	20,366	20,931	21,511	22,106	22,726	23,371	24,041	24,735	25,454	26,198	26,967
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	17,988	18,461	18,979	19,510	20,056	20,617	21,193	21,785	22,393	23,026	23,684	24,367	25,075
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	16,803	17,278	17,762	18,258	18,773	19,299	19,836	20,384	20,943	21,513	22,094	22,686	23,289

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.