



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 | 57,780 | 59,369 | 61,071 | 62,828 | 64,543 | 66,353 |
| 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 | 47,041 | 48,312 | 49,643 | 51,037 | 52,496 | 53,972 | 55,483 | 57,011 | 58,566 | 60,147 | 61,756 |
| 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 | 48,614 | 50,032 | 51,485 | 52,974 | 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 | 40,607 | 41,738 | 42,896 | 44,081 | 45,294 | 46,536 | 47,807 | 49,108 | 50,440 |
| 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 | 34,834 | 35,810 | 36,812 | 37,840 | 38,894 | 39,974 | 41,080 | 42,212 | 43,371 | 44,557 | 45,771 | 47,014 |
| 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 | 34,300 | 35,244 | 36,215 | 37,211 | 38,233 | 39,284 | 40,364 | 41,474 | 42,614 | 43,784 |
| 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 | 28,984 | 29,798 | 30,637 | 31,501 | 32,390 | 33,305 | 34,246 | 35,214 | 36,209 | 37,231 | 38,281 |
| 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 | 29,382 | 30,184 | 31,000 | 31,831 | 32,677 | 33,539 | 34,417 | 35,311 |
| 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 | 25,858 | 26,561 | 27,276 | 28,014 | 28,775 | 29,559 | 30,366 | 31,197 | 32,052 | 32,931 |
| 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 | 26,199 | 26,936 | 27,699 | 28,488 | 29,293 | 30,124 | 30,981 |
| 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 | 23,744 | 24,407 | 25,088 | 25,787 | 26,504 | 27,239 | 27,993 | 28,766 |
| 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 | 22,716 | 23,341 | 23,981 | 24,636 | 25,306 | 25,991 | 26,691 |
| 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 | 21,194 | 21,787 | 22,396 | 23,021 | 23,662 | 24,319 | 24,993 |
| 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 | 17,284 | 17,768 | 18,258 | 18,771 | 19,299 | 19,836 | 20,381 | 20,944 | 21,516 | 22,100 | 22,704 | 23,328 |

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.