



THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

600 SE THIRD AVENUE • FORT LAUDERDALE, FLORIDA 33301-3125 • TEL 754-321-2140 • FAX 754-321-2141

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	124,828
	H 47,637	48,971	50,342	51,750	53,205	54,699	56,223	57,786	59,389	61,031	62,713	64,436	66,199	68,002
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	116,576
	H 44,488	45,732	47,041	48,412	49,843	51,332	52,885	54,500	56,177	57,915	59,716	61,580	63,507	65,497
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	109,718
	H 41,824	43,047	44,291	45,556	46,841	48,156	49,501	50,876	52,281	53,716	55,181	56,676	58,201	59,756
26	A 71,409	73,408	75,464	77,577	79,750	81,982	84,278	86,638	89,064	91,558	94,121	96,754	99,467	102,252
	H 39,021	40,138	41,271	42,420	43,585	44,766	45,963	47,176	48,405	49,650	50,911	52,188	53,481	54,790
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	95,287
	H 36,362	37,381	38,420	39,504	40,629	41,793	42,996	44,238	45,519	46,840	48,191	49,572	50,983	52,424
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	88,792
	H 33,866	34,834	35,810	36,813	37,843	38,900	39,984	41,095	42,232	43,395	44,584	45,799	47,041	48,302
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	82,744
	H 31,576	32,460	33,365	34,300	35,264	36,257	37,271	38,315	39,389	40,493	41,627	42,791	43,985	45,200
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	77,112
	H 29,427	30,252	31,097	31,963	32,850	33,768	34,707	35,677	36,678	37,709	38,771	39,864	40,988	42,133
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	71,870
	H 27,426	28,194	28,981	29,798	30,645	31,524	32,435	33,379	34,356	35,367	36,413	37,495	38,613	39,767
20	A 46,765	48,074	49,420	50,804	52,226	53,688	55,192	56,737	58,322	59,949	61,617	63,326	65,076	66,867
	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	36,586
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	62,403
	H 23,845	24,485	25,166	25,878	26,621	27,395	28,200	29,037	29,906	30,807	31,740	32,705	33,702	34,731
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	58,155
	H 22,193	22,814	23,454	24,115	24,798	25,503	26,230	26,979	27,750	28,543	29,358	30,195	31,055	31,938
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	54,199
	H 20,684	21,263	21,863	22,474	23,107	23,772	24,469	25,199	25,963	26,761	27,594	28,462	29,365	30,303
16	A 35,268	36,255	37,271	38,314	39,388	40,490	41,623	42,788	43,986	45,218	46,484	47,786	49,124	50,500
	H 19,273	19,816	20,383	20,966	21,574	22,207	22,866	23,551	24,272	25,029	25,822	26,651	27,515	28,415
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	47,057
	H 17,988	18,461	18,979	19,510	20,062	20,635	21,229	21,844	22,480	23,137	23,815	24,515	25,238	25,984
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	44,045
	H 16,808	17,278	17,762	18,258	18,773	19,309	19,866	20,444	21,044	21,666	22,310	22,976	23,664	24,374

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.