



## 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	47,637	48,971	50,342	51,752	53,205	54,699	56,223	57,780	59,416	61,079	62,828	64,563	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	53,985	55,487	57,011	58,536	60,070	61,614
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	49,444	50,829	52,246	53,695	55,176	56,688	58,231
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	41,273	42,426	43,599	44,790	46,000	47,229	48,487	50,031	51,432	52,878	54,354
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	40,605	41,738	42,916	44,149	45,428	46,754	48,128	49,551	50,996
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	38,893	39,972	41,078	42,211	43,371	44,558	45,772	47,005
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	36,212	37,201	38,215	39,254	40,318	41,407	42,521	43,660
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	31,924	32,763	33,606	34,454	35,306	36,162	37,023	37,889	38,760	39,636
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	28,967	29,746	30,530	31,320	32,116	32,919	33,732	34,551	35,376	36,207	37,044
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
	H	25,546	26,298	27,051	27,816	28,592	29,380	30,180	31,002	31,846	32,712	33,599	34,507	35,436
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	28,004	28,746	29,503	30,275	31,062	31,864	32,681
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	23,434	24,054	24,674	25,294	25,914	26,534	27,154	27,774	28,394	29,014	29,634
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	21,262	21,842	22,422	23,002	23,582	24,162	24,742	25,322	25,902	26,482	27,062	27,642
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	19,273	19,816	20,365	20,919	21,478	22,042	22,611	23,185	23,764	24,348	24,937	25,531	26,130
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	20,052	20,605	21,169	21,744	22,330	22,927	23,535	24,154	24,784
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	18,764	19,281	19,809	20,348	20,898	21,459	22,031	22,614	23,208

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.