MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PEMBROKE PINES, FLORIDA AND THE BROWARD TEACHERS UNION LOCAL 1975, AFT, NEA, FEA, AFL-CIO.

This Memorandum of Understanding is entered into this 17th day of Oct, 2024 by and between the City of Pembroke Pines, Florida ("the City") and the Broward Teachers Union Local 1975, AFT, NEA, FEA, AFL-CIO ("BTU"). The City and the BTU are collectively referred to as the "Parties."

WHEREAS the City and BTU are parties in a Collective Bargaining Agreement ("CBA") for the school years 2021-22, 2022-23, and 2023-24; and

WHEREAS there is currently no agreement for fiscal year 2024-25; and

WHEREAS the Parties desire to extend the CBA for fiscal year 2024-25.

NOW, THEREFORE, the Parties agree as follows:

1. The above recitals are true and correct and incorporated herein by reference.

2. The Parties agree to extend the CBA for fiscal year 2024-25.

3. The Parties agree to the following salary increases for fiscal year 2024-25:

   a. **Grandfathered Plan** - Each instructional employee will receive a $2,320 salary increase up to the new max.

   b. **Pay for Performance Plan (PFP)** –

      Highly Effective employees receive 125% of the grandfathered salary increase ($2,900)

      Effective employees receive 75% of the Highly Effective salary increase ($2,175)

      Needs improvement and Unsatisfactory employee ratings do not receive salary increases.

   c. As of July 1, 2024, the new maximum employee salary is $82,356 for both Grandfathered and PFP Pay plans.

   d. Employees hired after July 1, 2024, will have a minimum starting salary of $52,000.

   e. Salary Schedule and Initial Placement Chart would increase by $3,000 for employees hired from 7/1/24 to present. (See below table). Thus, an individual hired on 7/1/24 or after will earn at least $52,000 per year. An employee hired from 7/2/23 until 6/30/24 will earn at least $53,000 per year. Employees will not receive the increase plus the

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PFP increase. The total amount will be an employee's PFP increase plus an amount equal to at least $4,000 for teachers hired 7/2/23 – 6/30/24.

f. Certified Teachers that are not working the full 75 hours per pay period will have a prorated salary increase based on the percentage they are working.

g. The actual FY2024-25 salary increase will be pro-rated for missed time.

h. Salary changes will begin late October once 2023-24 Employee Evaluation Ratings have been finalized.

Initial Placement Chart For Teachers

Current (FY2023-24)		Proposed (FY2024-25)	
Years of Experience	Approved Salary Schedule	Years of Experience	Approved Salary Schedule
0	$ 49,000	0	$ 52,000
1	$ 49,000	1	$ 52,000
2	$ 49,000	2	$ 52,000
3	$ 49,000	3	$ 52,000
4	$ 49,000	4	$ 52,000
5	$ 49,000	5	$ 52,000
6	$ 49,000	6	$ 52,000
7	$ 49,000	7	$ 52,000
8	$ 49,075	8	$ 52,075
9	$ 49,375	9	$ 52,375
10	$ 49,714	10	$ 52,714
11	$ 51,110	11	$ 54,110
12	$ 51,150	12	$ 54,150
13	$ 51,150	13	$ 54,150
14+	$ 52,000	14	$ 55,000

4. The Parties have agreed to the below supplements related to 2022 SNGI Referendum for fiscal year 2024-25:

Years of Experience	SNGI Supplement per Employee FY 2023-24	SNGI Supplement Proposal per Employee FY 2024-25 (10.5% Increase)
0 years - new hires	$500	$550
1-2 years of experience	$1,250	$1,380
3-4 years of experience	$1,800	$1,990
5 years of experience	$2,500	$2,760
6-7 years of experience	$3,500	$3,870
8-9 years of experience	$4,500	$4,970
10 years of experience	$6,500	$7,180
11-14 years of experience	$8,500	$9,390
15-19 years of experience	$10,000	$11,050
20-24 years of experience	$11,000	$12,160
25 years and above	$12,500	$13,810

Certified Teachers that are not working the full 75 hours per pay period will receive a prorated salary increase based on the percentage they are working. In addition, the actual FY2024-25 supplement amount will be pro-rated for missed time. The payroll payments will begin once ratified (equal payroll installments).

5. In 2018, the voters of Broward County approved a referendum allowing the School Board to levy an ad valorem tax of 0.5 mills annually for fiscal years July 1, 2019 through June 30, 2023 "to (i) enhance funding for school resource officers, including individual charter schools with more than 900 students, (ii) hire district school security staff, (iii) increase compensation to recruit and retain highly qualified district teachers, and (iv) fund other essential instruction related expenses preserving important programs in district schools." The City of Pembroke Pines Charter Schools are expected to receive approximately $9.1 million in principal paid in equal installments over the next three years, July 2024, July 2025, & July 2026.

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6. The Parties have agreed to the following estimated payments:

Estimated per Assumptions	Worked 1 of 4 Years (FY20-FY23)	Worked 2 of 4 Years (FY20-FY23)	Worked 3 of 4 Years (FY20-FY23)	Worked 4 of 4 Years (FY20-FY23)
2018 SNGI Referendum Allocation Settlement Supplement Annual Amount	$1,575.73	$3,151.46	$4,727.20	$6,302.93
2018 SNGI Referendum Allocation Settlement Supplement Total Amount Paid in 3 Years	$4,727.20	$9,454.39	$14,181.59	$18,908.79

7. Supplements will be paid to current PPCS BTU eligible employees that worked any of the following school years: FY2019-20, FY2020-21, FY2021-22, & FY2022-23.

8. PPCS BTU eligible employees must be employed by the beginning of school year (FY2024, FY2025, FY2026) to be eligible for their annual supplement payments while employed (if employment ends during school year, the remaining supplement payments will not be paid).

9. Payroll payments will begin once ratified by both parties. Payments will be made in three equal installments on the second pay period of December in the years 2024, 2025, and 2026. Payments will only be paid to staff who are employed by the City at the time payments are made.

10. Years worked within FY20-FY23 were estimated solely on assumptions related to hire date and position start date. The final amounts will be determined once HR reviews each individual year for time actually worked. The Parties agree that the amount payable could vary slightly.

11. This Memorandum of Understanding represents the Parties' entire agreement, and it cannot be amended or modified without the express consent of the Parties.

12. The Parties have had the opportunity to consult with legal counsel of their choosing.

13. The Parties signify their agreement with this Memorandum of Understanding by affixing their signatures below.

BROWARD TEACHERS UNION LOCAL 1975 AFT, NEA, FEA, AFL-CIO

By: _____
Anna Fusco
President

Dated: _____

CITY OF PEMBROKE PINES, FLORIDA

By: _____
Charles F. Dodge
City Manager

Dated: _____

APPROVED TO LEGAL FORM

By: _____
Sam Goren
City Attorney

APPROVED TO LEGAL FORM

By: _____
Chris Stearns
Special Counsel