



**THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA**

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**The School Board of  
Broward County, Florida**

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**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA  
AND THE BROWARD TEACHERS UNION**

This Memorandum of Understanding is made on this 2 day of April 2020, by and between the School Board of Broward County, Florida (SBBC) and the Broward Teachers Union (BTU) representing Education Professionals (BTU-EP) and Education Support Professionals (BTU-ESP), hereinafter collectively referred to as "the parties."

**Purpose:**

The purpose of this Memorandum of Understanding is to memorialize the parties' agreement regarding a one-time only bonus to Pre-Kindergarten Teachers and Pre-Kindergarten Education Support Professionals for the 2019-2020 School Year.

**Duration:**

This Memorandum shall commence effective from the date of Board approval and expire June 30, 2020.

**Scope:**

**WHEREAS**, SBBC has collected additional Referendum funds for instructional personnel, and SBBC has agreed to the BTU proposal to utilize a portion of these resources to fund a one-time only bonus to Pre-Kindergarten Instructional Personnel and Pre-Kindergarten Education Support Professionals for the 2019-2020 School Year. The following distribution of funds shall be made, less applicable taxes and payroll deductions:

Each currently active Pre-K instructional personnel with a 2018-2019 overall evaluation of Highly Effective who did not receive either a Best and Brightest Retention or Recognition Award shall be paid a one-time payment of \$1,200.

Each currently active Pre-K instructional personnel with a 2018-2019 overall evaluation of Effective who did not receive either a Best and Brightest Retention or Recognition Award shall be paid a one-time payment of \$1,000.

Each currently active Pre-K FSP with a 2018 2019 overall evaluation of Satisfactory or higher who did not receive either a Best and Brightest Retention or Recognition Award shall be paid a one-time payment of \$570.

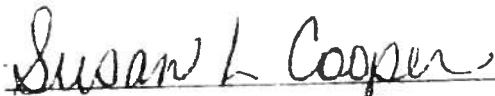
**Terms and Conditions:**

This Agreement sets forth an entire agreement between the parties hereto and shall supersede any and all prior agreements or understandings between the parties; except that in the event of a conflict between this memorandum of understanding and the parties' collective bargaining agreement, the collective bargaining agreement shall control. This Agreement may be executed in counterparts, and each counterpart will have the effect of an original. Electronic and facsimile copies will be considered originals for all purposes, including enforcement. This Agreement may not be amended except by a written agreement signed by the parties.

**Acknowledgment, Signatures and Dates:**

This represents the full and complete understanding of the parties as it relates to the partial distribution of the collected additional referendum funds to Pre-K Teachers and Pre-K Paraprofessionals for the 2019-2020 School Year. As such, this agreement does not establish a precedent beyond the time period set forth herein. This MOU will sunset on June 30, 2020.

Executed on this day, 2 of April 2020.



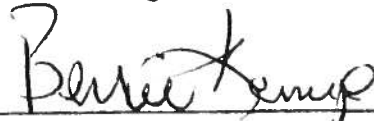
School Board of Broward County  
Susan L. Cooper  
Director, Employee and Labor Relations



Broward Teachers Union  
Anna Fusco  
President



Education Support Professionals  
Roosevelt McClary III  
Co-Chief Negotiator



Education Support Professionals  
Bernie Kemp  
Co-Chief Negotiator