

Salary Program Modeling Spreadsheet
 2022-2023 Increase Summary
 BTU-ESP Program Assistant - 4.00% Program

Employee Group	Level	Step	Employee Count	Current Base Wage Totals			New Base Wage Totals 2022-2023					
				Hourly Rate	Salaries	Salaries + Fringe	Incr %	Hourly Rate	New Salaries	New Salaries + Fringe	Incr Amt	Incr Amt + Fringe
Special Salary	LEVEL 1	1	211	\$20.62	\$6,360,579	\$7,679,126	4.00%	\$21.44	\$6,615,002	\$7,986,291	\$254,423	\$307,165
		2	69	\$21.23	\$2,124,047	\$2,564,362	4.00%	\$22.08	\$2,209,009	\$2,666,936	\$84,962	\$102,574
		3	17	\$21.87	\$531,118	\$641,219	4.00%	\$22.74	\$552,363	\$666,868	\$21,245	\$25,649
		4	2	\$22.52	\$62,593	\$75,569	4.00%	\$23.42	\$65,097	\$78,592	\$2,504	\$3,023
		5	69	\$23.20	\$2,339,802	\$2,824,843	4.00%	\$24.13	\$2,433,394	\$2,937,836	\$93,592	\$112,994
	LEVEL 2	1	23	\$25.78	\$852,153	\$1,028,804	4.00%	\$26.81	\$886,239	\$1,069,956	\$34,086	\$41,152
		2	5	\$26.55	\$202,690	\$244,707	4.00%	\$27.61	\$210,797	\$254,496	\$8,108	\$9,788
		3	5	\$27.34	\$208,340	\$251,529	4.00%	\$28.43	\$216,674	\$261,590	\$8,334	\$10,061
		4	5	\$28.13	\$214,175	\$259,414	4.00%	\$29.56	\$222,379	\$273,638	\$9,463	\$11,544
		5	10	\$29.00	\$412,865	\$498,452	4.00%	\$30.16	\$429,380	\$518,390	\$16,515	\$19,938
Total			411		\$13,094,186	\$15,808,611			\$13,617,954	\$16,440,956	\$523,767	\$632,344

- Note:
1. Active EE data provided by ERP as of 01.11.2023
 2. 2022-2023 Variable Fringe 20.73%
 3. Prepared by Compensation 03.13.2023
 4. Funding Source: TBD by Budget

3/29/23
 TA
 Scooper Bk.
 R.M

Salary Program Modeling Spreadsheet
 2022-2023 Increase Summary
 BTU-ESP Teacher Assistant - 5.93% Program Starting Minimum \$16.00

Employee Group	Employee Count	Current Base Wage Totals			New Base Wage Totals 2022-2023					
		Hourly Rate	Salaries	Salaries + Fringe	Incr%	Hourly Rate	New Salaries	New Salaries + Fringe	Incr Amt	Incr Amt + Fringe
Teacher Assistant	1048	\$15.00	\$21,839,805	\$26,367,197	6.67%	\$16.00	\$23,296,520	\$28,125,889	\$1,456,715	\$1,758,692
	156	\$15.23	\$3,299,996	\$3,984,085	5.09%	\$16.00	\$3,467,966	\$4,186,875	\$167,970	\$202,790
	68	\$15.45	\$1,463,512	\$1,766,898	4.00%	\$16.07	\$1,522,053	\$1,837,574	\$58,540	\$70,676
	59	\$15.69	\$1,294,812	\$1,563,226	4.00%	\$16.31	\$1,346,604	\$1,625,755	\$51,792	\$62,529
	39	\$15.92	\$865,036	\$1,044,358	4.00%	\$16.56	\$899,638	\$1,086,132	\$34,601	\$41,774
	22	\$16.40	\$500,510	\$604,266	4.00%	\$17.05	\$520,530	\$628,436	\$20,020	\$24,171
	37	\$16.89	\$887,367	\$1,071,319	4.00%	\$17.57	\$922,862	\$1,114,171	\$35,495	\$42,853
	9	\$17.31	\$216,455	\$261,326	4.00%	\$18.00	\$225,113	\$271,779	\$8,658	\$10,453
	16	\$17.83	\$409,125	\$493,937	4.00%	\$18.54	\$425,491	\$513,695	\$16,365	\$19,757
	12	\$18.36	\$311,408	\$375,962	4.00%	\$19.09	\$323,864	\$391,001	\$12,456	\$15,038
	1	\$18.91	\$26,516	\$32,013	4.00%	\$19.66	\$27,577	\$33,294	\$1,061	\$1,281
	12	\$19.47	\$330,606	\$399,140	4.00%	\$20.25	\$343,830	\$415,106	\$13,224	\$15,966
	8	\$20.06	\$233,625	\$282,056	4.00%	\$20.86	\$242,970	\$293,338	\$9,345	\$11,282
	5	\$20.66	\$142,944	\$172,577	4.00%	\$21.49	\$148,662	\$179,480	\$5,718	\$6,903
	1	\$21.23	\$29,782	\$35,956	4.00%	\$22.08	\$30,973	\$37,394	\$1,191	\$1,438
	4	\$21.28	\$119,378	\$144,125	4.00%	\$22.13	\$124,153	\$149,890	\$4,775	\$5,765
	5	\$21.92	\$153,699	\$185,561	4.00%	\$22.79	\$159,847	\$192,983	\$6,148	\$7,422
Total	1502		\$32,124,577	\$38,784,002			\$34,028,633	\$41,082,793	\$1,904,076	\$2,298,791

- Note:
1. Active EE data provided by ERP as of 01.11.2023
 2. 2022-2023 Variable Fringe 20.73%
 3. Prepared by Compensation 03.03.2023
 4. Funding Source: TBD by Budget

3/29/23
 Scooper
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Salary Program Modeling Spreadsheet
2022-2023 Increase Summary

BTU-ESP Classroom Assistant - Model 2: Differentiated (Bonus only for EE's that received the \$15 increase more than 4%)

Employee Group	Employee Count	Current Base Wage Totals			New Base Wage Totals 2022-2023					
		Hourly Rate	Salaries	Salaries + Fringe	Incr%	Hourly Rate	New Salaries	New Salaries + Fringe	Incr Amt	Incr Amt + Fringe
Classroom Assistant	392	\$15.00	\$8,097,473	\$9,776,080	0.00%	\$15.00	\$8,097,473	\$9,776,080	\$0	\$0
	60	\$15.00	\$1,237,566	\$1,494,113	0.00%	\$15.00	\$1,237,566	\$1,494,113	\$0	\$0
	16	\$15.00	\$329,588	\$397,911	0.00%	\$15.00	\$329,588	\$397,911	\$0	\$0
	72	\$15.00	\$1,494,465	\$1,804,268	0.00%	\$15.00	\$1,494,465	\$1,804,268	\$0	\$0
	30	\$15.00	\$626,918	\$756,877	0.00%	\$15.00	\$626,918	\$756,877	\$0	\$0
	18	\$15.00	\$370,260	\$447,015	2.00%	\$15.30	\$377,665	\$455,955	\$7,405	\$8,940
	70	\$15.08	\$1,465,833	\$1,769,700	4.00%	\$15.68	\$1,524,466	\$1,840,488	\$58,633	\$70,788
	15	\$15.45	\$322,842	\$389,767	4.00%	\$16.07	\$335,756	\$405,358	\$12,914	\$15,591
	8	\$15.84	\$180,924	\$218,429	4.00%	\$16.47	\$188,161	\$227,166	\$7,237	\$8,737
	7	\$16.24	\$157,871	\$190,598	4.00%	\$16.88	\$164,186	\$198,222	\$6,315	\$7,624
	24	\$17.06	\$562,022	\$678,529	4.00%	\$17.74	\$584,503	\$705,671	\$22,481	\$27,141
	8	\$17.48	\$192,896	\$232,883	4.00%	\$18.18	\$200,612	\$242,199	\$7,716	\$9,315
	3	\$17.92	\$74,396	\$89,818	4.00%	\$18.64	\$77,372	\$93,411	\$2,976	\$3,593
	8	\$18.37	\$202,661	\$244,673	4.00%	\$19.10	\$210,768	\$254,460	\$8,106	\$9,787
	9	\$18.83	\$235,895	\$284,795	4.00%	\$19.58	\$245,330	\$296,187	\$9,436	\$11,392
Total	740		\$15,551,609	\$18,775,458			\$15,694,828	\$18,948,366	\$143,219	\$172,908

Note:

1. Active EE data provided by ERP as of 01.11.2023
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S/Cooper R.M

ARTICLE 17
Wages

- A. For the ~~2020-2021~~ 2022-2023 school year, all eligible employees who are in an active status on the date of Board approval, shall receive a one-time ~~\$1500~~ \$1000 bonus effective July 1, ~~2020~~ 2022, in accordance with Appendices C and D, and E, and other applicable provisions of this Agreement.

3/29/23
TA Backup
Scoop R.M

3/29/23
TA
Scoop
J.K. R.M

ARTICLE 6
Terms and Conditions of Employment

E. **Basic Annual Work Calendar:** The basic annual work calendar for employees shall be one hundred and eighty- ~~seven (187)~~ eighty-eight (188) days, including six (6) paid holidays. If a principal/administrator, at his/her sole discretion, wants to extend an employee's annual work calendar, qualification, attendance, reliability, and seniority in the District shall be among the criteria considered by the administrator in granting the extension. Current employees shall be given first consideration in filling the position. Employees shall receive written verification of their calendar starting date, unit seniority date, number of hours contracted to work per day and location, by the last workday of May of each year and/or in accordance with approved action taken by the District. Upon the conclusion of collective bargaining between the BTU-ESP and the District each year, the negotiated salary schedule and other amended articles shall be distributed to bargaining unit members in accordance with the applicable provisions of this contract.

New employees hired after the last workday of May of each year shall receive the information specified above, in this section, no later than ten (10) days after the Board approves their employment.

F. **Pre-Planning:** ~~For the 2021-2022 school year, all ESP employees on a 187-day calendar shall be required to return to work for one (1) additional planning day immediately prior to the start of their work calendar.~~

**ARTICLE 20
TERM OF AGREEMENT**

A. This Agreement shall remain in effect through June 30, ~~2024~~ 2026, at which time it will expire. This agreement shall be renewed automatically from year to year thereafter, unless either party has given written notice of its desire to negotiate revisions in the terms and conditions of the contract.

For the ~~2021-2022, 2022-2023, 2023-2024, 2024-2025, and 2025-2026~~ school years, each party may select three (3) articles to be re-opened for negotiation purposes, in addition to Article 15 (Insurance) and Article 17 (Wages).


B. Either the School Board or the BTU-ESP may require commencement of negotiations, by written notice to the President of the Broward Teachers Union-Education Support Professionals or the Superintendent of Schools, respectively, prior to June 1 of each year.

Dated this 29th day of March, 2023.

The School Board of Broward
County, Florida

Broward Teachers Union-
Educational Support Professionals

Chair



Anna Fusco, President

Earlean C. Smiley, Ed. D.
Interim Superintendent of Schools



Roosevelt McClary, III, Chief Negotiator



Susan L. Cooper, Chief Negotiator



Bernie Kemp, Co-Chief Negotiator