

COLLECTIVE BARGAINING AGREEMENT  
THE CITY OF PEMBROKE PINES, FL  
AND  
BROWARD TEACHERS UNION LOCAL 1975  
AFT, NEA, FEA, AFL-CIO  
For the 2020-2021 School Year

This ADDENDUM ("ADDENDUM") is entered into between the City of Pembroke Pines, a Florida municipal corporation (the "CITY") and the Broward Teachers Union Local 1975, AFT, NEA, FEA, AFL-CIO (the "UNION") for the purpose of amending an existing Collective Bargaining Agreement between the CITY and the UNION.

WHEREAS, the CITY and the UNION are parties to a Collective Bargaining Agreement (the "CBA") for the school years 2018-19, 2019-2020, and 2020-2021.

WHEREAS, the CITY and UNION have concluded wage negotiations for the 2020-2021 school year pursuant to 20.10 of the CBA and reached an agreement for amendment of the Article 20-Salary, that is consistent with the requirements of House Bill 641(2020)<sup>1</sup> and section 1011.62 (18)(b), Florida Statutes, as hereinafter described.

NOW THEREFORE, the Collective Bargaining Agreement is amended as follows:

1. For the 2020-2021 school year, wages will be adjusted as follows:
  - a. In accordance with HB 641, the minimum salary will be increased to the greater of \$47,500 or the maximum achievable amount based on the funds awarded under House Bill 641 (HB641) with a minimum increase of 2% for those whose current salary is below \$47,500 for classroom teachers, as defined in HB 641.
  - b. All full time members will have their salary adjusted if they are not in a classroom teacher function as stated above in 1a.
  - c. Salaries will be increased by \$1,619.63 for bargaining unit members whose salary is currently above \$47,500
2. Wage increases will be paid retroactively to 7/1/2020. Payment of the above will be processed within four weeks of the Teacher Salary Increase Allocation Plans' approval by and receipt of funds from the Florida Department of Education. .
3. Salaries for future full time hires will be no lower than \$47,500.
4. All other terms of the CBA and its current ratified addenda shall continue in full force and effect.

This Addendum fully concludes reopened bargaining for wages for school year 2020-21. No additional wage adjustments will occur until addressed in a ratified subsequent Collective Bargaining Agreement.

**THE CITY OF PEMBROKE PINES**

**BROWARD TEACHERS UNION LOCAL 1975**

*Charles A. Dodge*  
City Manager  
10/30/2020

*Anna Fosse*  
President  
10-30-2020

Date

Date

APPROVED AS TO LEGAL FORM:

\_\_\_\_\_  
Office of the City Attorney

Ratified by Bargaining Unit on: \_\_\_\_\_

Ratified by the City Commission on: \_\_\_\_\_

<sup>1</sup> Chapter 2020-94, Laws of Florida  
(00410385.1 1956-9905192)