

**ARTICLE THREE
DEFINITIONS**

“Assignment” – The designation of an employee to a specific work location.

“Classification” – The position assigned to a specific pay grade and recognized as part of the bargaining unit represented by BTU-TSP.

“Contract” – That document which delineates the items and terms, which were mutually agreed to as the result of collective bargaining.

“Days” – Days shall mean calendar days unless otherwise specified herein.

“Department” – An operational unit within a division.

“Employee” – All employees in the unit represented exclusively by the BTU-TSP.

“Fiscal Year” – July 1 of one year through June 30 of the following year, which corresponds to the school year.

“Immediate Supervisor/Supervisor” – The individual having immediate supervisory authority to evaluate and issue corrective action to the unit employee(s) and who may or may not be a member of the bargaining unit.

“Job Description” – The approved, written document describing the duties, responsibilities and qualifications of the job.

“Parties” – The School Board of Broward County, Florida, as employer, and the Broward Teachers Union-Technical Support Professionals, as the exclusive bargaining agent.

“PERC” – The Public Employees Relations Commission created by Florida Statutes, Section 447.004.

“Professional Employee” – Any employee engaged in work in any two or more of the following categories:

1. Work predominately intellectual and varied in character as opposed to routine mental, manual, mechanical, or physical work;
2. Work involving the consistent exercise of discretion and judgment in the performance;

3. Work of such a character that the output produced or the result accomplished cannot be standardized in relation to a given period of time; and
4. Work requiring advanced knowledge in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study in an institution of higher learning or a hospital, as distinguished from a general academic education, an apprenticeship, or training in the performance of routine mental or physical processes.

“Reorganization” – A change in the reporting structure for supervision of classifications represented by the Broward Teachers Union-Technical Support Professionals.

“School Board” – The School Board of Broward County, Florida, the duly elected board established under the Florida Constitution, Article IX, Section 4 and Florida Statutes, Section 230.03 (2). The School Board may be referred to herein as either the “District” or the “Board”.

“School Board Policies” – The body of policies and rules adopted by the School Board of Broward County, Florida.

“Seniority” – Seniority shall be based upon an employee’s date of hire. Service shall not be deemed to be interrupted by any paid leave approved pursuant to this Agreement or approved unpaid leave taken pursuant to state and/or federal guidelines. (i.e. Family Medical Leave Act or Military Leave Act.) Seniority shall cease upon the termination of employment. Seniority shall be frozen at the years of service attained at the beginning of an approved unpaid leave of absence. Such seniority shall resume from the point at which it was frozen when the employee returns to their former status as a paid employee.

“Union” – The Broward Teachers Union-Technical Support Professionals, as the exclusive bargaining agent representing members of the bargaining unit.

“Workday” – The period of time each day that an employee is to be present and performing assigned duties as designated by management.