

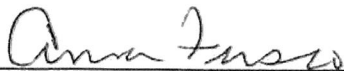
**ARTICLE TWENTY  
TERM OF AGREEMENT  
FORM, EFFECT AND DURATION**


- A. This Agreement shall be effective June 30, ~~2021~~ 2023 and shall remain in effect through June 29, ~~2024~~ 2026.
- B. Re-openers: For the ~~2021-2022~~, ~~2022-2023~~, and 2023-2024, 2024-2025 and 2025-2026 school years, either party is entitled to reopen the contract for the purpose of negotiating insurance, salary, and economic increases. Additionally, each party may select up to three (3) additional articles each to negotiate. Negotiations to resolve said items may commence any time after June 1<sup>st</sup> of each year.

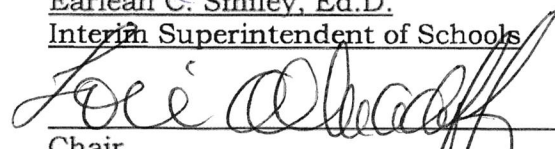
Referendum Funds are not subject to reopener. However, the parties agree to annually negotiate the distribution of a Referendum Supplement equal to no less than 4% of base salary to eligible employees in the BTU TSP bargaining unit and shall memorialize the agreed upon distributions in a memorandum of understanding.

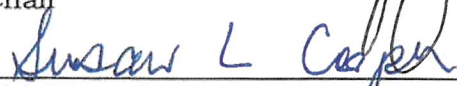
- C. Commencement of Negotiations: No later than May 1, ~~2024-2026~~ either party may require, by written notice to the other, the commencement of negotiations for a successor agreement.
- D. All conditions and benefits of employment shall be maintained during the term of this Agreement at not less than the level in effect as of the effective date of this Agreement, provided that this Article shall not apply in regard to changes which are expressly provided for in this Agreement or result from the implementation of any procedure expressly set for in this Agreement. If a conflict occurs between existing School Board policy and this Agreement, the provisions of this Agreement shall supersede those of School Board policy.
- E. The parties acknowledge that during the negotiations which preceded this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

Dated this 30 day of March, 2023.

  
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President and Chief Negotiator,  
Broward Teachers Union

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

  
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Chair

  
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Chief Negotiator, Susan L. Cooper