

Employee & Labor Relations

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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 Aug. 30th 2021, by and between The School Board of Broward County, Florida (SBBC) and the Broward Teachers Union – Education Professionals (BTU-EP), Broward Teachers Union – Education Support Professionals (BTU-ESP), and Broward Teacher Union – Technical Support Professionals (BTU-TSP), hereinafter collectively referred to as the “the parties”.

Purpose:

The purpose of the Memorandum of Understanding (MOU) is to memorialize the parties’ agreement regarding the COVID-19 Vaccination Financial Incentive Program for Employees in the BTU bargaining units listed above for the 2021-2022 school year.

Duration:

This COVID-19 Vaccination Financial Incentive Program for Employees shall be effective upon date of ratification by the SBBC and ratification by the BTU groups listed above.

Scope:

WHEREAS, the parties have come to this agreement regarding the COVID-19 Vaccination Financial Incentive Program for Employees due to guidance and prevention strategy of the School Board’s approved Reopening Plan for the 2021-22 school year due to the current COVID-19 pandemic. The SBBC has encouraged vaccination within the District and community in recognition of the Center for Disease Control (CDC) guidance echoed by the American Academy of Pediatrics. This COVID-19 Vaccination Financial Incentive Program for Employees further support this effort.

NOW THEREFORE, it is agreed as follows:

1. All SBBC active permanent employees at the time of ratification by the SBBC and BTU will receive a one-time, non-recurring incentive in the amount of two-hundred and fifty dollars (\$250.00) through the District’s COVID-19 vaccination incentive process.

2. This COVID-19 Vaccination Financial Incentive Program for Employees in the BTU bargaining units for the 2021-2022 school year will be in effect through October 20, 2021.

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:

The parties further agree that this MOU represents the full and complete understanding of the parties as it relates to the COVID-19 Vaccination Financial Incentive Program for Employees in the BTU bargaining units. As such, this agreement does not establish a precedent beyond the time period set forth herein.

Executed on this Aug. 30, 2021.

Susan Cooper

Susan L. Cooper, Director
School Board of Broward County

Anna Fusco

Anna Fusco, President
Broward Teachers Union

SC/jlk