



THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

600 SE THIRD AVENUE • FORT LAUDERDALE, FLORIDA 33301-3125 • TEL 754-321-2140 • FAX 754-321-2141

EMPLOYEE & LABOR RELATIONS
DOROTHY W. DAVIS, DIRECTOR
www.browardschools.com

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Superintendent of Schools

MEMORANDUM OF UNDERSTANDING BETWEEN THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA AND THE BROWARD TEACHERS UNION-TECHNICAL SUPPORT PROFESSIONALS

This Memorandum of Understanding is entered into by and between The School Board of Broward County, Florida (the "SBBC"), and the Broward Teachers Union-Technical Support Professionals Supervisory Unit and Non-Supervisory Unit, (the "Union") this 5th day of May, 2016.

WHEREAS, the Union filed the following Grievances: #1415-02-00109 (FMCS Case #150908-03561-3), #1516-02-00012 (FMCS Case #161105-50832-3), and #1415-02-00103 (FMCS Case #150819-57761-3) pursuant to the Collective Bargaining Agreement between the SBBC and the Union, a copy of which is incorporated herein by reference ("Grievance");

WHEREAS, the SBBC, the Union, and Employees of the Bargaining Unit are desirous of avoiding uncertainties, expense, and inconvenience of arbitration proceedings: and,

NOW THEREFORE, the parties agree as follows:

1. Union for itself, and the employees it represents, hereby knowingly and voluntarily withdraws and dismisses with prejudice the Grievances. Except as otherwise expressly stated herein, Union for itself, and the employees it represents, agrees not to reargue, reinstitute, or refile any matters, claims or grievances pertaining to the following

matters: a) The SBBC contracting out of services or Layoffs by the SBBC prior to the date of execution of this agreement; b) Positions eliminated from the 2015-2016 Organization Chart by the SBBC prior to the date of this agreement; and, c) The SBBC's implementation of the 2015 Summer Four (4) Day Workweek schedule. Except as otherwise expressly stated herein, Union for itself, and the employees it represents, agrees not to schedule the above referenced grievances in any arbitration, court, administrative or other legal forum whatsoever, nor shall any other court actions or other legal proceedings of any type be filed that are connected in any fashion to the relationship between Union and/or the employees it represents, and SBBC by virtue of or related directly or indirectly to subcontracting by SBBC, or layoffs associated therewith, positions eliminated from the 2015-2016 Organizational Chart and Implementation of the Four Day Workweek schedule during the 2015 summer, occurring in whole or in part on or before the effective date of this Agreement.

2. In consideration of the foregoing, the parties mutually agree that there shall be no increase to the BTU-TSP Salary Schedule for the 2015-2016 school year. For the 2015-2016 school year, all eligible employees in the BTU-TSP bargaining unit shall receive a step increase retroactive to July 1, 2015. Eligible employees shall be defined as employees who worked one day more than half of their work calendar for the 2014-2015 school year and who are currently employed as of April 4, 2016 in a position which is classified in the BTU-TSP Unit for the 2015-2016 school year. Employees at the top of the salary schedule shall receive a one-time (non-recurring) bonus payment of \$500.

3. The parties jointly agree that, subject to ratification, the current collective bargaining agreement between the Union and SBBC shall be extended for the 15-16 year, subject only to those changes attached hereto as Exhibit A.

4. The terms of the settlement shall not constitute a precedent for any pending or future grievance, contract interpretation, negotiations or grievances.

5. Further, this agreement constitutes the full and final settlement of the Grievances.

IN WITNESS WHEREOF, the parties hereto have executed this Memorandum of Understanding.

School Board of Broward County,
Florida

Lorenzo Calhoun

By: Lorenzo Calhoun
Chief Negotiator, School Board of
Broward County, FL

5/4/16
Date

Broward Teachers Union

Steven Feldman

By: Steve Feldman, Esq.
Chief Negotiator – Broward Teachers
Union

5/4/16
Date

DG/DWD/LC:jh

Attachments: 3 Grievances, Article 8, Article 9, Article 10, Article 20, *Appendix D*

OFFICIAL TSP GRIEVANCE FORM

Name TSP Class Action
Job Title TSP
Work Location District Wide
Work Address

Home Address 6000 North University Drive, Tamarac, FL 33321
Home Phone (954) 486-6250

Step I

A Date cause of Grievance occurred

June 09, 2015 continuing

B Article(s) and Section(s) alleged to have been violated

Articles 14, 18 and all other applicable policies, rules, regulations, laws and past practices.

C State Grievance

On June 9, 2015 the Board adopted its organizational chart. In said organizational chart TSP bargaining unit positions were eliminated. According to the TSP contract, prior to implementing a reduction in personnel, the superintendent or his representative will meet with representatives of the BTU-TSP to discuss the proposed Board action, including but not limited to the initial number and identity of positions being considered for reduction, and solicit their suggestions or alternatives to layoffs. The superintendent did not meet with representatives of BTU-TSP prior to the Board implementing a reduction in personnel and did not solicit its suggestions or alternatives to layoff.

Moreover, outside contractors must be laid off prior to the reduction of TSP positions.

The Board can not hire outside contractors to replace bargaining unit positions. The Board cannot erode the bargaining unit.

D State Relief Sought

The Board shall officially rescind its adoption of the 2015-2016 Organizational Chart, the Board shall be enjoined from implementing the organizational chart, the superintendent shall meet with the BTU-TSP unit prior to implementation of a reduction in personnel and prior to re-adoption of the organizational chart, outside contractors shall be laid-off first, the Board will cease and desist from eroding the TSP bargaining unit, and for such other relief deemed appropriate by an Arbitrator.

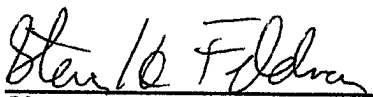
E Disposition of Immediate Supervisor

Immediate Supervisor


Date

Step II

F Date submitted to Superintendent



Signature of Grievant



Signature of BTU Representative

June 11, 2015

Date Filed

Copies to: (1) Immediate Supervisor, (2) BTU, (3) Grievant

OFFICIAL TSP GRIEVANCE FORM

Name TSP Class Action
Job Title TSP
Work Location 69601000 Facilities & Constr Mgmt-Deputy
Work Address 1700 S W 14th Court
Fort Lauderdale FL 33312
Home Address 6000 North University Drive, Tamarac, FL 33321
Home Phone (954) 486-6250

Step I**A Date cause of Grievance occurred**

August 18, 2015 continuing

B Article(s) and Section(s) alleged to have been violated

Articles 14, 18 and all other applicable policies, rules, code of ethic regulations, and laws.

C State Grievance

On August 18, 2015, the school board approved the contract for Herry International in violation of contract. This is the first of 3 potential RFPs that violate the TSP contract. The Heery contract provides for at least 22 outside contractors to perform the same duties, functions and responsibilities as the laid-off TSP employees in violation of contract. Under the TSP contract, outside contractors can supplement but can not replace existing TSP employees. The Board has replaced the TSP employees with outside contractors rather than supplement the existing work force in violation of contract. Under the TSP contract, outside contractors are to be laid-off first. The Board did not lay-off the outside contractors but rather laid-off the TSP employees in violation of contract. Under the contract, the Board is to discuss alternatives to lay-offs with the TSP unit prior to the lay-offs taking effect. To date, this has never occurred which is in violation of contract. The Board has never done a cost-benefit analysis regarding the TSP layoffs or the Heery contract which is a requirement under the TSP contract. The superintendent promised in writing that he would not recommend any lay-offs of TSP employees if the bond issue were to pass. The bond issue did pass with TSP support. Clearly, the superintendent reneged on his written promise to the TSP employees. The board is re-classifying TSP positions to ESMAB positions in violation of contract. The board is squandering and wasting millions of taxpayers dollars on expensive and unproven outside consultants. The undisputed facts show that the outside contractors are 3 to 4 times times the cost of the laid-off TSP employees. Hundreds of TSP employees could be hired for the same cost as the few outside contractors being hired. The board has lost all its institutional knowledge, history of projects, experience, integrity, and loyalty by laying-off seasoned and proven TSP employees and replacing them with over-paid outside consultants with no loyalty to the district and no proven track record in a blatant effort to privatize the facilities department in violation of contract and intentionally wasting millions of taxpayer dollars. The two facility department grand jury reports cited problems with school board members and senior management, but not the rank and file TSP employees. Yet it was the rank and file TSP employees that are laid-off, rather than senior management in violation of common sense and effective management.

D State Relief Sought

Rescind and withdraw the Heery contract, stop the board from misspending and squandering and wasting millions of taxpayer dollars and bond money on over-priced unproven outside contractors done without the benefit of any cost-benefit analysis, stop the board from eroding the TSP bargaining unit, stop misclassifying job descriptions from the TSP bargaining unit to other units, contractually enforce the lay-off of outside contractors first rather than TSP employees, do not replace TSP employees with outside contractors performing the same functions, do not privatize the facilities department, require the superintendent to adhere to his promise not to lay-off TSP employees, rehire laid-off TSP employees, bring back TSP employees on the recall list, stop the incremental destruction of the TSP unit, require the board to be diligent and faithful stewards of the taxpayers money which is sorely lacking when it comes to construction bond money and for such other further relief deemed appropriate by an arbitrator.

Copies to: (1) Immediate Supervisor, (2) BTU, (3) Grievant

OFFICIAL TSP GRIEVANCE FORM

Name TSP Class Action
Job Title TSP
Work Location District Wide
Work Address
Home Address 6000 North University Drive, Tamarac, FL 33321
Home Phone (954) 486-6250

Step I

A Date cause of Grievance occurred

June 04, 2015 continuing

B Article(s) and Section(s) alleged to have been violated

Articles 3, 6, 11, 15 and all other applicable articles ,rules, policies and procedures.

C State Grievance

The district unilaterally promulgated and implemented a 4 day summer work week. Such a work week impacts the terms and conditions of the TSP contract. The summer schedule work week impacts and violates provisions of the the TSP contract such as the work week being 5 consecutive days, sick leave, vacation time, lunch periods, and compensation. The past practice has been for the parties to enter into a MOU or agreement regarding the Summer Schedule. The district has unilaterally stopped that practice for no apparent reason.

D State Relief Sought

Stop contractual violations with the summer schedule, negotiate terms and conditions with BTU, follow the contract and such other relief deemed appropriate by an arbitrator.

E Disposition of Immediate Supervisor

Immediate Supervisor

Date

Step II

F Date submitted to Superintendent



Signature of Grievant



Signature of BTU Representative

June 04, 2015
Date Filed

Copies to: (1) Immediate Supervisor, (2) BTU, (3) Grievant

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**ARTICLE EIGHT
GRIEVANCE PROCEDURE**

- A. **Definition:** A grievance is defined as any difference or dispute between the Board and the BTU-TSP or any employee affecting terms and/or conditions of employment regarding the application, or interpretation of this Agreement.
- B. **Purpose:** The Board and the BTU-TSP desire that these grievances be settled in an orderly, prompt, and equitable manner so that the efficiency of the Board may be maintained and the morale of employees not be impaired. Every effort will be made by the Board, employees, and the BTU-TSP to settle the grievances at the lowest level of supervision.
- C. **Exclusive Rights:** The parties agree that the BTU-TSP has the exclusive right to process grievances under all steps of this grievance procedure, except that any bargaining unit member may process a grievance through said procedure if the BTU-TSP expressly waives its right in writing to process a grievance because the unit member is not a dues-paying member of the union. A copy of the waiver shall be provided to the school district's Director of Employee Relations. The BTU-TSP accepts its duty of fair representation but retains its right to preclude the processing of non-meritorious grievances through the steps of this grievance procedure, inclusive of arbitration.
- D. **Informal Discussion:** In the event that an employee believes there is a basis for a grievance, he/she shall first discuss promptly the alleged grievance with the immediate supervisor either personally or, if he/she prefers, accompanied by a BTU-TSP steward, within fifteen (15) working days of the date on which the employee could reasonably have known of the occurrence of the event giving rise to the alleged grievance.
- E. **Formal Grievance:** If, as a result of the informal discussion with the immediate supervisor, an alleged grievance still exists, the following formal grievance procedure may be invoked within seven (7) working days of the informal discussion, on the form set forth in annexed Appendix C, signed by the grievant and/or a steward of the BTU-TSP, which form shall be available from the administrator or the BTU-TSP steward in each work location.

If the grievance involves more than one (1) work location, a group of employees, or arises from the action or inaction of the administration

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above the level of the immediate supervisor, it may be initially filed with Employee Relations at Step II and informal discussion may be waived by mutual agreement. In the event that a BTU-TSP steward has not signed the grievance, a copy of the grievance shall be provided to the BTU-TSP immediately upon the filing of the grievance.

STEP I

The grievant may submit to the immediate supervisor a copy of the grievance form. Within seven (7) working days of receipt of the grievance, the immediate supervisor shall meet with the grievant and/or the BTU-TSP in an effort to resolve the grievance. The immediate supervisor shall indicate the disposition of the grievance in writing within seven (7) working days after such meeting, and shall furnish a copy thereof to the BTU-TSP.

STEP II

If the grievant or BTU-TSP is not satisfied with the disposition of the grievance, or if no disposition has been made within the specified time limit, the grievance shall be submitted to Employee & Labor Relations within seven (7) working days of the disposition, or expiration of the time limit. Within twelve (12) working days of receipt of the grievance, Employee & Labor Relations shall meet with the grievant and/or the BTU-TSP and shall indicate the disposition of the grievance in writing to the grievant and/or BTU-TSP within seven (7) days of such a meeting.

STEP III

If the grievant is not satisfied with the disposition of the grievance by Employee & Labor Relations, or if no disposition has been made within the specified time limit, the grievance may be submitted by the BCSAABTU-TSP to arbitration before an impartial arbitrator within fifteen (15) working days of the date of the disposition at Step II, or the expiration of the time limit. If the parties cannot agree as to the arbitrator within seven (7) working days from the notification date that arbitration will be pursued, the BTU-TSP will contact Employee & Labor Relations one final time for the purpose of attempting to reach agreement prior to requesting the AAA or FMCS to select an arbitrator in accordance with their rules. The arbitrator shall be selected by the American Arbitration Association or the Federal Mediation and Conciliation Service in accordance with their rules, which rules must likewise govern the arbitration proceedings.

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The arbitrator shall limit his/her decision to the application and interpretation of this agreement and shall have no power to amend, modify, nullify, alter, add to, or subtract from the terms of this Agreement. Neither party shall be permitted to assert in such arbitration proceedings any ground or rely on any evidence not previously disclosed to the other party. Both parties agree that the award of the arbitrator shall be final and binding.

- F. **Cost of Arbitration:** If the arbitrator sustains the position of the grievant, the fees and expenses of the arbitrator, including AAA or FMCS filing fees, shall be paid by the Board. However, if the arbitrator sustains the Board's position, all fees and expenses shall be paid by the grievant or the BTU-TSP. If the decision issued by the arbitrator is not the one requested by either party, the arbitrator shall determine the distribution of his/her fees between the parties. Each party shall be responsible for any other expense it chooses to incur. Employees required to testify will be made available without loss of pay; however, whenever possible, they will be placed on call to minimize time lost from work. Employees who have completed their testimony shall return to work unless they are the grievant(s). In group grievances, the group of employees shall be represented by the BTU-TSP and one member of the group.

If the BTU-TSP waives its right to process a grievance to arbitration because the affected employee is not a dues-paying member of the BTU-TSP, the employee may carry the case forward but he/she may be responsible for all arbitration costs pursuant to this provision. Under such circumstances, the BTU-TSP shall not be responsible for arbitration costs associated with the specific grievance.

- G. **Time Limits:** The time limits provided in this Article shall be strictly observed, but may be extended by written agreement of the parties. Whenever illness or other incapacity of either party or its representatives prevents attendance at a grievance meeting, the time limits shall be extended to such time that such person(s) can be present. When such grievance meetings and conferences are held during work hours, all employees whose presence is required shall be excused, without loss of pay or accumulated leave, for that purpose.
- H. **Reprisal to Employees:** All employees will be entitled to fair, reasonable and equitable treatment in the processing of grievances. No reprisals of any kind will be made by the Board or its representative or any member of the administration against any bargaining unit member(s) in the grievance procedure by reason of such participation.

SBBC PROPOSAL 4/19/16
ARTICLE 8
TSP NEGOTIATIONS

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- I. All documents, grievance forms, appendix, communications, and records dealing with the processing of a grievance, shall be filed separately from the personnel files of any party in interest, including final disposition.
- J. **School Board Policies:** Access to School Board policies at each work location shall be available to BTU-TSP stewards for the purpose of reference and information, as well as for the purpose of expediting the provisions of this grievance procedure.
- K. **Expedited Arbitration:** On a case-by-case basis, the parties may mutually agree to utilize an expedited arbitration procedure. The parties agree to use the Rules for Expedited Arbitration Procedures and Hearings published by the agency conducting the hearing.

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ARTICLE NINE
DUE PROCESS & DISCIPLINE

- A. **Progressive Discipline:** The parties agree to the principles of progressive discipline. Disciplinary action, for the most part, shall be administered in a manner to correct behavior that is in violation of policies, procedures and established practices. Discipline shall be administered for just cause and not in a manner that is demeaning or degrading.
- B. **Meetings and Notifications:** Disciplinary action shall be administered within twenty (20) working days from the date the violation occurred or when the violation was first known to have occurred. For any meeting scheduled for the purpose for taking disciplinary action, the department shall provide the employee with written notification of the violation and schedule a meeting where the circumstances surrounding the violation shall be discussed. This meeting shall be scheduled no sooner than three (3) working days after the employee receives such notification. For example, if a supervisor schedules the conference for Friday, the employee must be notified on Tuesday.
- C. **Right to Representation:** Notification sent to an employee pursuant to Section 2 of this Article shall inform the employee of his/her right to BTU-TSP representation. When a request for such representation is made, no action shall be taken with respect to the employee within the specified time period unless such representative of the BTU-TSP is present. If a BTU-TSP representative is not present at a properly scheduled meeting, the meeting may proceed as scheduled without representation, except when either party indicates that a personal emergency prevents attendance, in which case the meeting shall be rescheduled at the earliest possible time.
- D. **During the Meeting**
1. The conference is intended to provide the employee with an explanation of the charges and the basis for the charges. Any relevant questions that the employee asks shall be answered to the best of the supervisor's ability. The employee shall be given an opportunity to respond, including their own explanation of the incident or mitigating circumstances, either verbally or in writing.

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2. If during the course of a meeting that was not called for the purpose of issuing a reprimand, the necessity develops for issuing one, the supervisor shall notify the employee at that time that he/she is entitled to BTU-TSP representation. When a BTU-TSP representation is requested and the employee is to be represented by the Union, no action shall be taken with respect to the employee until such representative of the BTU-TSP is present. It is the employee's responsibility to have a representative present within three (3) working days of said request. If a BTU-TSP representative is not present at the meeting, it will proceed as scheduled without such representation.

E. **Discipline**

1. Any discipline of an employee shall be for just cause. Disciplinary action may be taken in the form of a verbal reprimand, written reprimand, suspension, demotion or discharge.
2. No action against an employee shall be taken on the basis of a complaint by any individual nor any notice of such action or complaint shall be included in the employee's personnel file, unless the matter is first reported to the employee in writing and the employee has had the opportunity to discuss the matter with his/her supervisor.
3. No investigation of an employee, beyond preliminary inquiry, by the Special Investigative Unit Broward District Schools Police Department may be undertaken without written notice to the employee, such notice to include a statement of the cause giving rise to the investigation. Investigations shall be conducted in a timely manner in accordance with Florida Statutes.
4. An employee may be relieved of duty pending the completion of an investigation or other administrative action for circumstances that could lead to the employee's termination. The employee may be relieved of duty with pay or temporarily reassigned or transferred to another position within the department/program, pending appropriate administrative action.
5. Any recommendation for dismissal of an employee because of incompetent performance, as specified on the employee's assessment form, shall not be made prior to the conclusion of a

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SBBC PROPOSAL 4/19/16
ARTICLE 9
TSP NEGOTIATIONS

time period as set forth in the assessment form for the purpose of correcting such deficiency or deficiencies.

6. Any conference or hearing with an employee regarding dismissal, non-renewal, suspension, demotion or other discipline shall be conducted in a manner so as not to abrogate the employee's rights according to law and the provisions of this contract.
7. An employee's refusal to sign evaluation forms and any disciplinary action forms that may be required/generated under the provisions of this Article, shall not constitute any grounds for insubordination or for other action against the employee, when such signature is for the purpose of acknowledging that the document has been read and does not necessarily indicate agreement with its content. However, if the employee does not sign a document acknowledging receipt, proper notice of receipt shall be documented by the signature of the supervisor and a witness, in which case the issue of proper notification shall not be raised by the Union.

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**SBBC PROPOSAL 4/19/16
ARTICLE 10
TSP NEGOTIATIONS**

**ARTICLE 10
PERSONNEL FILE ACCESS & SECURITY**

- A. **Number of Files:** There shall be no more than two (2) personnel files maintained for each employee. The official file will be maintained at the district personnel office. In the event two (2) such files are maintained, one (1) shall be kept at the work location where the employee is then employed. Each document placed into the employee's file maintained in the administrator's office shall be duplicated and the original transmitted to the district Personnel Office for inclusion within the employee's file maintained at the district Personnel Office. When the employee transfers to another work location within the district, the file will be transferred with the employee. When the employee leaves the district, the file maintained in the administrator's office may remain there for up to three (3) years.
- B. **Anonymous Items:** No item from any anonymous source may be placed in the personnel file.
- C. **Investigative File:** The file established by the district as a result of any investigation of an employee is not one of the two personnel files listed above. Access to a file dealing with an investigation shall be in accordance with the provisions of Florida Statute ~~231.291~~ 1012.31. If the preliminary investigation is concluded with the finding that there is not probable cause to proceed further and with no disciplinary action taken or charges filed, then the district will ask the Department of State, Division of Library and Information Services, for permission to destroy the investigation file.
- D. **Notification To Employee:** Items may not be placed in an employee's official personnel file unless the item has been made known to the employee, pursuant to the methodology described in Florida Statute ~~231.291~~ 1012.31. In addition, items challenged under the provisions of the grievance procedure may not be placed in the employee's file until the grievance has been resolved pursuant to the grievance procedure of this contract. The employee shall have the right to respond to any item(s) to be placed in his/her personnel file and to have the response attached to such item. The employee's signature shall indicate only that he/she has read the item and shall not necessarily indicate agreement with its contents.

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SBBC PROPOSAL 4/19/16
ARTICLE 10
TSP NEGOTIATIONS

- E. **Review and Copying of File:** Each employee shall have the right, upon request, to review and reproduce any contents of his/her personnel file. A representative of BTU-TSP may, at the request of the employee, accompany the employee in such reviews and may, upon written authorization by the employee, review and reproduce any contents of the employee's personnel file. The review or reproduction of the contents of an employee's personnel file shall be made in the presence of the administrator responsible for the safekeeping of such file. An employee's personnel file shall be open to inspection pursuant to the criteria and requirements in Florida Statute ~~231.294~~ 1012.31.

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

- A. This Agreement shall be effective July 1, ~~2012~~2015 and shall remain in effect through June 30, ~~2015~~2018.
- B. Re-openers: For the ~~2013-2014~~2016-2017 and ~~2014-2015~~2017-2018 school years of this contract, either party is entitled to reopen the contract for the purpose of negotiating Article 14(B), salaries and insurance. Additionally, each party may select up to three (3) additional articles each to negotiate. Negotiations to resolve said items may commence any time after May 1st of each year.
- C. Commencement of Negotiations: No later than May 1, ~~2015~~2016 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 _____ day of _____, _____.

President, Broward Teachers Union

Superintendent, The School Board
of Broward County, Florida

Vice President, Technical Support
Professionals

Chair

Chief Negotiator, Steve Feldman

Chief Negotiator, Lorenzo Calhoun

Co-Chief Negotiator, Dorothy Davis

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**Broward Teachers Union - Technical Support Professionals
 SALARY SCHEDULE
 2015-2016 2014-2015**

STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14
29	A 87,177	89,618	92,127	94,706	97,358	100,084	102,887	105,768	108,729	111,773	114,903	118,120	121,428	124,828
	H 47,637	48,971	50,342	51,750	53,205	54,699	56,223	57,786	59,387	61,027	62,705	64,421	66,176	68,214
28	A 81,413	83,693	86,037	88,446	90,922	93,469	96,085	98,776	101,542	104,385	107,308	110,312	113,401	116,576
	H 44,488	45,732	47,041	48,312	49,643	51,037	52,496	53,985	55,487	57,011	58,560	60,127	61,712	63,326
27	A 76,627	78,772	80,977	83,245	85,576	87,971	90,435	92,967	95,570	98,245	100,996	103,823	106,730	109,718
	H 41,827	43,047	44,247	45,488	46,769	48,091	49,444	50,829	52,246	53,695	55,176	56,688	58,231	59,805
26	A 71,409	73,408	75,464	77,577	79,750	81,982	84,278	86,638	89,064	91,558	94,121	96,757	99,467	102,252
	H 39,021	40,138	41,271	42,420	43,593	44,790	46,011	47,256	48,535	49,848	51,195	52,577	53,997	55,457
25	A 66,545	68,408	70,324	72,293	74,317	76,398	78,537	80,737	82,998	85,322	87,711	90,166	92,691	95,287
	H 36,362	37,381	38,428	39,504	40,608	41,741	42,903	44,095	45,317	46,569	47,851	49,164	50,508	51,883
24	A 62,011	63,747	65,532	67,367	69,254	71,193	73,186	75,235	77,342	79,507	81,733	84,021	86,374	88,792
	H 33,866	34,834	35,810	36,813	37,843	38,900	39,984	41,095	42,233	43,400	44,594	45,815	47,064	48,342
23	A 57,784	59,403	61,066	62,776	64,534	66,341	68,199	70,108	72,071	74,089	76,164	78,297	80,490	82,744
	H 31,576	32,460	33,369	34,304	35,264	36,251	37,261	38,295	39,353	40,434	41,538	42,665	43,816	45,000
22	A 53,852	55,360	56,911	58,504	60,143	61,827	63,558	65,337	67,166	69,048	70,981	72,969	75,012	77,112
	H 29,427	30,252	31,097	31,963	32,850	33,768	34,708	35,679	36,682	37,717	38,781	39,873	40,994	42,137
21	A 50,191	51,596	53,041	54,528	56,053	57,622	59,236	60,895	62,601	64,354	66,156	68,008	69,912	71,870
	H 27,426	28,194	28,981	29,798	30,646	31,525	32,436	33,380	34,356	35,365	36,407	37,482	38,591	39,734
20	A 46,765	48,074	49,420	50,804	52,226	53,688	55,192	56,737	58,322	59,948	61,615	63,323	65,072	66,862
	H 25,554	26,298	27,051	27,814	28,597	29,400	30,223	31,066	31,930	32,814	33,718	34,642	35,586	36,550
19	A 43,581	44,801	46,056	47,345	48,671	50,034	51,435	52,875	54,355	55,877	57,442	59,050	60,704	62,403
	H 23,815	24,481	25,166	25,871	26,596	27,341	28,106	28,891	29,706	30,551	31,426	32,331	33,266	34,231
18	A 40,614	41,750	42,920	44,121	45,356	46,627	47,932	49,274	50,653	52,072	53,530	55,030	56,571	58,155
	H 22,193	22,814	23,459	24,129	24,824	25,544	26,290	27,062	27,861	28,687	29,540	30,421	31,330	32,267
17	A 37,852	38,912	40,001	41,120	42,272	43,455	44,672	45,923	47,209	48,531	49,899	51,287	52,722	54,199
	H 20,684	21,263	21,863	22,472	23,092	23,733	24,405	25,108	25,842	26,607	27,403	28,230	29,088	29,977
16	A 35,268	36,255	37,271	38,314	39,388	40,490	41,623	42,786	43,986	45,221	46,491	47,786	49,124	50,500
	H 19,273	19,816	20,366	20,933	21,517	22,127	22,762	23,423	24,110	24,823	25,562	26,327	27,118	27,935
15	A 32,865	33,785	34,731	35,703	36,703	37,731	38,787	39,873	40,989	42,137	43,317	44,529	45,776	47,057
	H 17,988	18,461	18,979	19,510	20,062	20,635	21,229	21,844	22,480	23,137	23,815	24,514	25,234	25,975
14	A 30,759	31,620	32,506	33,415	34,352	35,314	36,303	37,319	38,364	39,439	40,542	41,678	42,845	44,045
	H 16,808	17,278	17,762	18,258	18,773	19,308	19,864	20,441	21,039	21,659	22,299	22,959	23,639	24,339

THIS SCHEDULE IS BASED ON A 244 DAY CALENDAR AND A 7 1/2 HOUR WORKDAY.

For the 2015-2016 school year, all eligible employees in the BTU-TSP bargaining unit shall receive a step increase retroactive to July 1, 2015. Eligibility for Step Advancement shall include any employee who worked one day more than half of their work calendar for the 2014-2015 school year and who is currently employed as of April 4, 2016, in a position which is classified in the BTU-TSP Unit.

For the 2015-2016 school year, employees on the top step of the salary schedule shall receive a one-time (non-recurring) bonus payment of \$500.

Advanced Degree Incentives and Amounts of Incentives: Bachelors - \$1,000, Masters - \$1,500 and Doctorate - \$2,000.

The rates on this salary schedule and employee salaries subject to it increased by 2.2% effective July 1, 2014.

All rates on this salary schedule and employee salaries subject to it shall increase by 2.5% effective January 1, 2014.

For the 2014-2015 School Year, employees shall remain on the same step as assigned for the 2013-2014-2013 School Year.