

**EXECUTIVE SUMMARY OF  
SUBSTANTIVE CHANGES IN THE COLLECTIVE BARGAINING AGREEMENT  
BETWEEN THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA AND  
THE FEDERATION OF PUBLIC EMPLOYEES (FOPE)  
(SECRETARIAL/CLERICAL)  
2018-2019 SCHOOL YEAR**

Whereas the tragic events of February 14, 2018 at Marjory Stoneman Douglas High School have affected all employees who were active on the school's roster on that day; and whereas the District recognizes the employees' need for additional sick leave time for personal reasons.

1. Effective July 1, 2018, this is a Memorandum of Understanding to give a one-time only additional ten (10) days of sick leave to eligible employees as follows:
  - a) Every permanent SBBC employee who was on the roster at Marjory Stoneman Douglas High School (MSD) on February 14, 2018 and is in an active employment status with the School Board at the time of ratification of this MOU, who were on the MSD campus on the day of the tragedy, for the 2018-2019 School Year.
  - b) In addition, this MOU will provide the same additional ten (10) days of sick leave to any SBBC employee who is a parent of a student who was enrolled at MSD on February 14, 2018.
  - c) A current spouse of an employee employed at MSD on February 14, 2018.
  - d) Or an employee who lost an immediate family member (parent, current spouse, child, sibling) during the February 14, 2018 tragedy.
2. This Memorandum of Understanding shall commence effective July 1, 2018 and shall end on June 30, 2019.