

**EXECUTIVE SUMMARY OF  
SUBSTANTIVE CHANGES IN THE COLLECTIVE BARGAINING AGREEMENT  
BETWEEN THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA AND  
THE BROWARD TEACHERS UNION – EDUCATION PROFESSIONALS  
(BTU-EP)  
2018-2019 SCHOOL YEAR**

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1. Effective January 1, 2019, teachers on the Grandfathered Salary Schedule will receive a 2.16% salary increase.
2. Effective January 1, 2019, teachers on the Pay for Performance Salary Schedule with overall Effective evaluation rating for the 2017-2018 school year will receive a 1.63% increase.
3. Effective January 1, 2019, teachers on the Pay for Performance Salary Schedule with an overall Highly Effective evaluation rating for the 2017-2018 school year will receive a 2.17% increase.
4. For the 2019-2020 school year, eligible employees in the BTU-EP bargaining unit on the Grandfathered Salary Schedule and Pay for Performance Salary Schedule whose effective start date is on or before June 30, 2019, will receive a Referendum Supplement as follows:

Base Salary Range	Referendum Supplement
Levels C-F	\$2,500
Levels G-K	\$4,500
Levels L-N	\$5,000
Levels O-R	\$8,000
Level RF	\$2,500
Level S	\$2,700
Levels T-U	\$2,300
PFP	\$2,500

5. Either party may reopen negotiations for the 2019-2020 school year to negotiate wages, insurance and two articles.
6. Newly hired teachers with a start date effective after June 30, 2019 will receive up to 20 years of experience credit for all previous teaching experience.
7. Initial placement salaries for newly hired teachers with start date effective after June 30, 2019 will be adjusted, ranging from \$509 to \$3,843 for teachers with zero through 20 years of experience. These increases will be funded by referendum dollars.

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8. To provide equity, the salary of any employee earning less than the amounts paid to new hires with equivalent years of experience will be adjusted so that said employee will earn no less than a new hire teacher would on the initial placement schedule.
9. For the 2020-2021, 2021-2022, and 2022-2023 school years, no less than 66.67% of funds collected from the Referendum shall be designated for and distributed to eligible District employees in the BTU-Education Professional bargaining unit. Distribution of Referendum Supplement funds, initial placement increases and/or equity adjustments shall be negotiated annually by the parties.
10. Adjustments were made to the Instructional Practice, Deliberate Practice and Student Performance components of the teacher evaluation system to ensure our teachers are recognized for the work they do every day to help our students succeed.
11. The parties entered into a Memorandum of Understanding regarding Professional Learning Communities (PLCs).
12. The District will continue to pay 100% of the cost of health insurance for employee-only coverage until December 31, 2019.
13. The District and the BTU committed to working through the Superintendent's Insurance and Wellness Advisory Committee to implement cost effective improvements to the group health insurance program.
14. A probationary teacher who completes probation but is not renewed and is subsequently rehired or reinstated by the first day students report to school for the following school year, will not be subject to any additional probation and will receive an annual contract for that school year.