



# AGENDA REQUEST FORM

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

MEETING DATE: 2020-04-21 10:00 - Regular School Board Meeting

AGENDA ITEM: ITEMS

CATEGORY: GG. OFFICE OF HUMAN RESOURCES

DEPARTMENT: Employee & Labor Relations

Special Order Request  
 Yes  No

Time

Open Agenda  
 Yes  No

ITEM No.:  
 GG-1.

TITLE:  
 Reopener Agreement of the Collective Bargaining Agreement between The School Board of Broward County, Florida (SBBC) and the Broward Teachers Union-Education Professionals (BTU-EP)

REQUESTED ACTION:  
 Adopt the amendments to the Collective Bargaining Agreement between The School Board of Broward County, Florida (SBBC) and the Broward Teachers Union-Education Professionals (BTU-EP) for the 2019-2020 school year.

SUMMARY EXPLANATION AND BACKGROUND:  
 This agreement provides the following components for eligible bargaining unit members:  
 1) Salary increases of 2.37% for eligible teachers on the Grandfathered Salary Schedule levels B through R, \$950 for eligible teachers on level S, and \$713 for eligible teachers on levels T and U; 2.38% for teachers rated "Highly Effective" on the Pay for Performance Salary Schedule; and 1.78% for teachers rated "Effective" on the Pay for Performance Salary Schedule. The effective date of these increases is July 1, 2019. 2) Effective July 1, 2019, eligible employees of the EP bargaining unit will receive an additional Referendum Supplement from additional collections from the 2019-2020 Referendum Funds. See Supporting Docs for continuation of Summary Explanation and Background

SCHOOL BOARD GOALS:  
 Goal 1: High Quality Instruction  Goal 2: Safe & Supportive Environment  Goal 3: Effective Communication

FINANCIAL IMPACT:  
 The estimated financial impact for eligible employees will generate a total payroll cost of approximately \$17,812,898 for the 2019-2020 school year, including fringe benefits and additional allocation of approximately \$4,402,200 from additional collections of 2019-2020 Referendum Funds. The cost of the Best and Brightest Recognition Award is approximately \$9,226,000. The cost of the Adult Workforce Bonus is approximately \$183,600.

EXHIBITS: (List)  
 (1) Exh1-BTU-EPSummExpAndBG1920 (2) Exh2-BTU-EPExecutiveSummary1920 (3) Exh3-BTU-EPRatificationLetter1920 (4) Exh4-BTU-EPContract1920

BOARD ACTION:  
**ADOPTED**  
 (For Official School Board Records Office Only)

SOURCE OF ADDITIONAL INFORMATION:  
 Name: Alan Strauss Phone: 754-321-1840  
 Name: Susan L. Cooper Phone: 754-321-2140

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA  
 Senior Leader & Title  
 Alan Strauss - Chief Human Resources & Equity Officer

Approved In Open Board Meeting On: **APR 21 2020**  
 By: School Board Chair

Signature  
 Alan I. Strauss  
 4/17/2020, 6:52:02 PM

**ARTICLE THIRTY-SIX  
TERM OF AGREEMENT**

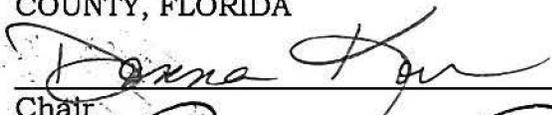
- A. This Agreement shall be effective as of August 16, 2019 and shall remain in effect through August 15, 2022.

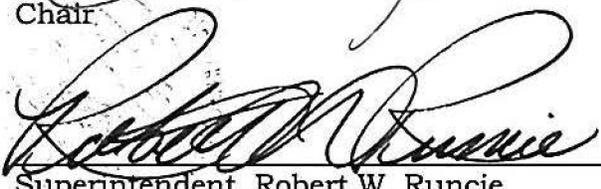
For the 2019-2020, 2020-2021, 2021-2022 school years, either party is entitled to open the contract for the purpose of negotiating insurance, salary and economic increases, and up to two additional articles.

Referendum Funds are not subject to a reopener. However, the parties agree to annually negotiate the distribution of no less than 66.67% of Referendum Funds to eligible employees in the BTU Education Professionals bargaining unit and shall memorialize the agreed upon distributions in a memorandum of understanding.

- B. **Commencement of Negotiations:** No later than May 1<sup>st</sup>, of each contract year, either party may require, by written notice to the other, to commence negotiations.
- C. The parties shall begin initial discussions for a successor agreement by no later than February 1, 2022.

THE SCHOOL BOARD OF BROWARD  
COUNTY, FLORIDA

  
\_\_\_\_\_  
Chair

  
\_\_\_\_\_  
Superintendent, Robert W. Runcie

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Chief Negotiator, Susan L. Cooper

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Co-Chief Negotiator, Dorothy Davis

BROWARD TEACHERS UNION

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President and Chief Negotiator,  
Anna Fusco

\_\_\_\_\_  
Co-Chief Negotiator, Mark Richard,  
Esq.