

**EXECUTIVE SUMMARY TO  
SUBSTANTIVE CHANGES IN THE COLLECTIVE BARGAINING AGREEMENT  
BETWEEN THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA AND THE  
BROWARD TEACHERS UNION-EDUCATION SUPPORT PROFESSIONALS (BTU-ESP)  
2009-2010 SCHOOL YEAR**

1. Added the following language: The provisions of the Agreement shall be applied without regard to race, creed, color, religion, national origin, age, sex, handicap, or marital status.
2. Added the following language: If a four day work week is implemented during the summer months, the schedule may be compressed into that period. This compression shall not result in the reduction of salary or benefits.
3. Added the following language: Employees shall be notified of their reappointment status at least 30 calendar days prior to the end of the school year. Notification shall include: Job Classification, Work Calendar, Work Hours, Location, and School Year.
4. Added the following language: Management will strive to apprise employees of their assignment at least 2 weeks prior to the start of the upcoming school year.
5. Clarified that an employee will automatically progress within their job classification upon completion of the Highly Qualified requirements.
6. Clarified that a promotion is defined as the advancement of an employee to a higher job classification.
7. Added the following hardship transfer provision: Hardship transfers will include 1) eligible employees who travel 20 miles or more one way to their work location, 2) has a serious medical and/or personal problem which can be substantiated by the Board selected physician or acceptable written explanation. An employee who meets the "hardship" definition will be guaranteed an interview for a Board determined vacancy at one (1) of five (5) schools the employee selects.
8. Increased reimbursement for lost, damaged or ruined clothing or personal property from \$200 to \$250 per employee per school year, but total annual pool of money for this purpose remains at \$3000.
9. As a result of 2008-2009 negotiations, Salary Schedules for Grade 11 and Grade 13 and the Advanced Degree incentive were created and implemented. The money from this was taken out of the 3.25% settlement in 2008-2009 and does not impact the 2009-2010 budget in any manner.
10. Housekeeping changes throughout the contract including job classification titles, bargaining unit name, and removal of obsolete language.