

**EXECUTIVE SUMMARY TO
SUBSTANTIVE CHANGES IN THE COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA AND THE
FEDERATION OF PUBLIC EMPLOYEES (SECRETARIAL/CLERICAL)
2011-2012 & 2012-2013 SCHOOL YEARS**

1. This Agreement provides no wage increase for the 2011-2012 and 2012-2013 school years. However, the parties agree that should any other group bargain an increase for 2012-2013, the FOPE/Clerical collective bargaining agreement shall be reopened at the request of the FOPE/Clerical unit.
2. For the purposes of clarifying terminology for layoff and recall only, bargaining unit seniority shall be defined as the total length of continuous service from the first day of hire with the Board as a member of the unit.
3. Clarify recall process as follows: As vacancies occur in a particular job classification and recall procedures are in effect, the five (5) most senior qualified employees on the seniority recall list maintained by the Non-Instructional Staffing Department shall be recalled by seniority for a particular vacancy.
4. Reduce the number of days employees have to respond to a Recall Notice from eight (8) days to two (2) working days after it is received, before deeming the employee to have refused the position offered.
5. Designate four (4) working days for recalled employees to meet with the appropriate administrator/designee for an interview following an affirmative response to a job offer.
6. Require written notice concerning the employee's reappointment to be sent to each permanent employee a minimum of twenty (20) working days prior to the end of his/her calendar.
7. Added language requiring employees to be notified in writing when annual evaluations are conducted after May 1st.