

**EXECUTIVE SUMMARY OF
SUBSTANTIVE CHANGES IN THE COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA AND
FEDERATION OF PUBLIC EMPLOYEES (MAINTENANCE, FACILITIES,
TRANSPORTATION AND SECURITY SPECIALISTS/CAMPUS MONITORS)
2013-2014 SCHOOL YEAR**

1. Employees shall receive a 2.5% salary increase effective January 1, 2014 for the 2013-2014 school year.
2. A Head Facilities Serviceperson or Building Operations Supervisor may be temporarily assigned to the nightshift to monitor and address any performance concerns. The time period of the assignment shall be no less than ten (10) consecutive workdays and no more than thirty (30) consecutive workdays.
3. All newly hired facilities service employees shall complete the required basic facilities service certification within the one hundred thirty-one (131) working days probationary period.
4. Established principals of progressive discipline to align with School Board Policy 4.9 and the District's practices.
5. Employees interviewing for a job vacancy within the District during work hours shall be allowed time off with pay for the interview. The time off to interview must be pre-approved.
6. The Apprenticeship Program will be maintained at a minimum level of five (5) apprentices based on the existence of available funded vacant positions.
7. Employees within the bargaining unit may apply for a Hardship Transfer based on a serious medical problem or a mileage hardship.