

SECOND ADDENDUM 2023-2024 Wage Increases

This SECOND ADDENDUM ("ADDENDUM") is entered into between the City of Pembroke Pines, a Florida municipal corporation, whose address is 601 City Center Way, Pembroke Pines, Florida 33025 (the "CITY") and the Broward Teachers Union Local 1975, AFT, NEA, FEA, AFL-CIO (the "UNION") for the purpose of amending an existing Collective Bargaining Agreement between the CITY and the UNION.

WHEREAS, the CITY and the UNION are parties to a Collective Bargaining Agreement (the "CBA") for the school years 2021-22, 2022-23 and 2023-24; and

WHEREAS, the City and Union have concluded base salary negotiations for the 2023/24 school year pursuant to Article 20 (Salary) of the CBA and reached an agreement for amendment of the Article 20-Salary as hereinafter described.

20.0 SALARY

20.1 The minimum of the pay range for teachers shall be \$49,000.00 (Forty-Nine Thousand Dollars and Zero Cents) and the maximum of the pay range for teachers will be \$80,036.00 (Eighty Thousand thirty-six Dollars and Zero Cents).

20.4 Under Florida Law, teachers hired on or after July 1, 2014, shall be placed in the Pay for Performance Compensation System Plan.

20.5 There are no automatic or guaranteed wage increases or modifications in the grandfathered plan for any subsequent school fiscal year unless legally negotiated under CH 447, FS and reflected in a new CBA or Addendum that is ratified by both parties.

20.6 No teacher's compensation may be adjusted over the maximum salary shown on the schedule, except as provided in Section 20.9.

20.7 The Performance levels convert to salary increases as follows:

PERFORMANCE LEVEL	COMPENSATION ADJUSTMENT
Highly effective	Annual salary increases 25% above highest salary adjustment provided to employees in the same classification in the grandfathered salary schedule.
Effective	Annual increases- 75% of increases for highly effective teachers.
Needs improvement or instruction personnel in the first three (3) years of employment, developing	None
Unsatisfactory	None

20.8 Teachers hired for or during the 2023-24 school year shall not receive a pay adjustment/increase for the 2023-2024 school year.

Members hired after ratification of this Addendum shall earn an annual base salary pursuant to the attached (Initial Placement Chart). See Appendix “B” and shall be provided credit for up to 14 years of credible teaching experience.

20.9 For the 2023-24 school year only wages shall be adjusted as follows (except for teachers hired for or during the 2023-2024 school year):

- a. Grandfathered Teachers who have not reached the maximum of the pay schedule as well as Grandfathered Teachers who are at the maximum of the pay schedule shall receive a one-time \$1,900.00 (One Thousand Nine Hundred Dollars and Zero Cents) base salary increase, up to the maximum of the pay range.
- b. Pay for performance teachers hired prior to the 2023-24 school year shall receive increases based on performance level (ratings for the 2022/23 school year), as stated in Section 20.7.
- c. Pay for performance teachers who are at the maximum of the pay range will receive the same increase as stated in “b” above calculated based on performance score.
- d. Teachers (Grandfathered and Non-Grandfathered) shall receive a base salary adjustment within approximately one month after the 2022/23 performance ratings are finalized (retro payments will be made).

Base salary adjustments include all funding sources, including, but not limited to, TSIA, etc. funds.

Grandfathered Employees		
	SBBC Sponsored Charter School	FSU Sponsored Charter School
Total FY2023-24 Salary Increase	\$1,900.00	\$1,900.00

Pay for Performance Employees		
	SBBC Sponsored Charter School	FSU Sponsored Charter School
Total FY2023-24 Salary Increase for Highly Effective Employee Rating (125%)	\$2,375.00	\$2,375.00
Total FY2023-24 Salary Increase for Effective Employee Rating (75%)	\$1,781.25	\$1,781.25

APPENDIX “B”
INITIAL PLACEMENT CHART

Initial Placement Chart For Teachers (2023-2024 Contract Year)

Years of Experience			Approved Salary Schedule
0			\$49,000
1			\$49,000
2			\$49,000
3			\$49,000
4			\$49,000
5			\$49,000
6			\$49,000
7			\$49,000
8			\$49,075
9			\$49,375
10			\$49,714
11			\$51,110
12			\$51,150
13			\$51,150
14+			\$52,000

NOW THEREFORE, the Collective Bargaining Agreement is amended as follows:

1. There shall be no additional base salary increases beyond school year 2023/24 until negotiated by the parties.
2. All other terms of the CBA shall continue in full force and effect.

THE CITY OF PEMBROKE PINES

**BROWARD TEACHERS UNION LOCAL 1975
AFT, NEA, FEA, AFL-CIO**

City Manager

President

Date

Date

APPROVED AS TO LEGAL FORM:

Office of the City Attorney

Ratified by Bargaining Unit on:_____

Ratified by the City Commission on:_____