

FIRST ADDENDUM

2022-2023 Wage Increases

This FIRST 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 wage negotiations for the 2022/23 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 will be \$49,000.00 (Forty-Nine Thousand Dollars) and the maximum of the pay range for teachers will be \$78,667.68 (Seventy Eight Thousand Six Hundred Sixty Seven Dollars and Sixty Eight Cents).

20.4 By Florida Statute, teachers hired on or after July 1, 2014, will be placed in the Pay for Performance Compensation System Plan.

20.5 There are no automatic or guaranteed wage increases or movement in the grandfathered plan for any subsequent school fiscal year unless negotiated 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 during the 2022-23 school year will not receive the 2022-2023 pay adjustments hereinafter described, with the exception that any new hired teacher for the 2022-23 school year will have their salary increased to \$49,000.00.

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

20.9 For the 2022-23 school year only wages will be adjusted as follows:

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 will receive a one-time \$2,000.00 (Two Thousand Dollars and Zero Cents) base salary increase, up to the maximum of the pay range.

b. Pay for performance teachers hired prior to the 2022-23 school year will receive increases based on performance level 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) will receive a salary adjustment within approximately one month after the ratification of this Amendment by both parties **(retro payments will be made)**. Salary adjustments include all funding sources, including, but not limited to, TSIA funds that are anticipated to be received prior to the end of the 2022-23 school year.:

Grandfathered Employees		
	SBBC Sponsored Charter School	FSU Sponsored Charter School
Total FY2022-23 Salary Increase	\$2,000	\$2,000

Pay for Performance Employees		
	SBBC Sponsored Charter School	FSU Sponsored Charter School
Total FY2022-23 Salary Increase for Highly Effective Employee Rating (125%)	\$2,500	\$2,500
Total FY2022-23 Salary Increase for Effective Employee Rating (75%)	\$1,875	\$1,875

20.10 For school year 2023-2024, wages will be a reopener after annual funding amounts have been determined.

APPENDIX "B"
INITIAL PLACEMENT CHART

Initial Placement Chart For Teachers (2022-2023 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			\$50,110
12			\$51,150
13			\$51,150
14+			\$52,000

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

1. There will be no additional wage increases beyond school year 2022/23 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

Charles J. Dodge
City Manager

Anna Fries
President

11/30/22
Date

October 12, 2022
Date

APPROVED AS TO LEGAL FORM:

[Signature]
Office of the City Attorney / *Special Counsel*

Ratified by Bargaining Unit on: 8/9/2022 *Correct date is 10/10/2022*

Ratified by the City Commission on: 5/18/2022 *Correct date is*