

**FIRST ADDENDUM
2019-2020 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 2018-19, 2019-20 and 2020-21; and

WHEREAS, the City and Union have concluded wage negotiations for the 2019/20 school year pursuant to 20.10 of the CBA and reached an agreement for amendment of the Article 20-Salary as hereinafter described.

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

1. For the 2019-2020 school year only wages will be adjusted as follows:
 - a. Grandfathered Teachers who have not reached the maximum of the pay schedule will receive a one-time \$1,700.00 (One Thousand Seven Hundred Dollars and Zero Cents) base salary increase, up to the maximum of the pay range.
 - b. Grandfathered Teachers who are at the maximum of the pay range will receive a one-time \$1,700.00 (One Thousand Seven Hundred Dollars and Zero Cents) base salary increase, up to the maximum of the pay range.
 - c. Pay for performance teachers who are not at the maximum of the pay range will receive a base salary increase based on performance level as stated in Section 20.7.
 - d. Pay for performance teachers who are at the maximum of the pay range will receive a base salary increase based on performance level as stated in Section 20.7.
2. All full time teacher members hired on/or after July 1, 2020 will receive a minimum starting salary of at least \$41,500.00 per complete school year.
3. The minimum of the salary range will be \$41,500.00 effective the beginning of the 20/21 school year. The maximum of the salary range will increase to \$72,950 effective the beginning of the 19/20 school year (thus, teachers who are at the top of the salary range prior to the 19/20 school year will be eligible to receive the increase above in section 1b and 1d. The initial placement chart for new hires for the 20/21 school year will be adjusted to as listed on the attached schedule.
4. A teacher with or without experience hired in 2019-20 at a salary of \$40,000 or greater, will not have their salary adjusted. In regards to salary reviews, no teacher hired

A handwritten signature, possibly 'Daw', is written above a circled set of initials that appear to be 'TK'.

during the 19/20 school year will be eligible to receive a salary increase until the 2020/21 school year (based on CBA terms negotiated for the 2020/21 school year).

5. The wage increases described in 1 (a-d) will be paid retroactively to the first day of the 2019/20 school year and only to those teachers who are employed by the City Charter Schools on the date of ratification of this Second Addendum by the BTU and the City. Payment of the above will be processed within six (6) weeks of the full execution and ratification of this Addendum.
6. There will be no additional wage increases beyond school year 2019/20 until negotiated by the parties.
7. 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: _____

Handwritten signature and initials, possibly "TC" and "DAN", in the bottom right corner.

Initial Placement Chart For Teachers		
(Effective - 2020/2021 School Year)		
<u>Years of Experience</u>		<u>Initial Salary</u>
0		\$ 41,500.00
1		\$ 41,500.00
2		\$ 41,500.00
3		\$ 41,500.00
4		\$ 41,500.00
5		\$ 41,500.00
6		\$ 41,500.00
7		\$ 41,500.00
8		\$ 41,575.00
9		\$ 41,875.00
10		\$ 42,214.00
11		\$ 42,610.00
12		\$ 43,650.00
13+		\$ 43,650.00

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1. For the 2019-2020 school year only wages will be adjusted as follows:

- a. Grandfathered Teachers who have not reached the maximum of the pay schedule will receive a one-time ~~\$1,700.00~~^{\$1,500.00} (One Thousand ~~Seven~~^{Five} Hundred Dollars and Zero Cents) base salary increase, up to the maximum of the pay range.
- b. Grandfathered Teachers who are at the maximum of the pay range will receive a one-time \$1,700.00⁵ (One Thousand ~~Five~~^{Seven} Hundred Dollars and Zero Cents) base salary increase, up to the maximum of the pay range.
- c. Pay for performance teachers who are not at the maximum of the pay range will receive a base salary increase based on performance level as stated in Section 20.7.
- d. Pay for performance teachers who are at the maximum of the pay range will receive a base salary increase based on performance level as stated in Section 20.7.

2. All full time teacher members hired on/or after July 1, 2020 will receive a minimum starting salary of at least \$41,500.00 per complete school year.

3. The minimum of the salary range will be \$41,500.00 effective the beginning of the 20/21 school year. The maximum of the salary range will increase to ~~\$72,750~~^{\$72,950} effective the beginning of the 19/20 school year (thus, teachers who are at the top of the salary range prior to the 19/20 school year will be eligible to receive the increase above in section 1b and 1d. The initial placement chart for new hires for the 20/21 school year will be adjusted to as listed on the attached schedule.

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Handwritten initials and signature:
TRC
DHC

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