



## Legislation Text

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**File #:** 20-0241, **Version:** 1

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ADDENDUM ITEM NO. 1: MOTION TO APPROVE THE FIRST ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE BROWARD TEACHER'S UNION ("BTU") AND THE CITY OF PEMBROKE PINES.

### SUMMARY EXPLANATION AND BACKGROUND:

1. The City and the BTU are parties to a Collective Bargaining Agreement ("CBA") for the school years 2018-19, 2019-20 and 2020-21.
2. The CBA contains a "reopener" for wages for the 2019-2020 school year.
3. The BTU and the City have tentatively agreed to the following wage increases for the 2019-2020 school year:
  - A. Wage Increases
    - i. 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.
    - ii. 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.
    - iii. 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.
    - iv. 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.
  - B. 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.
  - C. 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 attached addendum 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.

- D. 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 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).
  - E. The wage increases described in attached addendum section 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.
  - F. There will be no additional wage increases beyond school year 2019/20 until negotiated by the parties.
4. In order to expedite the retroactive payments to the staff and to process the payments prior to Spring Break, Administration is requesting that the Commission approve the attached Addendum pending the ratification vote from the BTU. Once the City receives the ratification vote from the BTU, payments will be processed as soon as possible. The BTU is in the process of conducting the ratification vote.

#### **FINANCIAL IMPACT DETAIL:**

The first year cost of the changes contained in the Addendum is estimated to be \$680,000.00 in salary expenses. This will be funded from Charter School reserves, which will necessitate an increase to the charter school budgets.