



THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

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Employee & Labor Relations  
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**The School Board of  
Broward County, Florida**

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**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA  
AND THE BROWARD TEACHERS UNION**

This Memorandum of Understanding is made on this 7 day of Feb 2020, by and between the School Board of Broward County, Florida (SBBC) and the Broward Teachers Union (BTU) representing Education Professionals (BTU-EP) and Education Support Professionals (BTU-ESP), hereinafter collectively referred to as "the parties".

**Purpose:**

The purpose of this Memorandum of Understanding is to memorialize the parties understanding of the agreement reached regarding a one-time workforce bonus payment for the Adult-only Teachers and Education Support Professionals for the 2019-2020 School Year, to be paid through Workforce Education Funds.

**Scope:**

**WHEREAS** the parties have come to this agreement regarding a one-time only workforce bonus payment funded through Workforce Education Funds, the following distribution of funds shall be made, less applicable payroll deductions:

Currently active adult-only teachers will receive a one-time payment of \$1000 if they earned a 2018-19 overall Highly Effective evaluation; currently active adult-only teachers will receive a one-time payment of \$700 if they earned a 2018-19 overall Effective evaluation; and currently active Education Support Professionals will receive a one-time payment of \$500 if they earned a 2018-19 overall rating of Satisfactory or higher.

**Terms and Conditions:**


This Agreement sets forth an entire agreement between the parties hereto and shall supersede any and all prior agreements or understandings between the parties; except that in the event of a conflict between this memorandum of understanding and the parties' collective bargaining agreement, the collective bargaining agreement shall control. This Agreement may be executed in counterparts, and each

counterpart will have the effect of an original. Electronic and facsimile copies will be considered originals for all purposes, including enforcement. This Agreement may not be amended except by a written agreement signed by the parties.

**Acknowledgment, Signatures and Dates:**

This represents the full and complete understanding of the parties as it relates to the one-time only workforce bonus payment for adult-only teachers and ESPs who meet the aforementioned requirements for the 2019-2020 School Year. Said bonus to be funded through Workforce Education Funds. As such, this agreement does not establish a precedent beyond the time period set forth herein.

  
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School Board of Broward County      Date  
Susan L. Cooper  
Director, Employee and Labor Relations

  
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Broward Teachers Union      Date  
Anna Fusco  
President

  
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Education Support Professionals  
Roosevelt McClary III  
Vice President