

# ***BTU*** *Broward Teachers Union*

A Union of Education, Technical Support, Charter School and Education Support Professionals

**TO:** All BTU-TSP Bargaining Unit Members

**FROM:** Jeanne Albertus, Election Committee Co-Chair  
Oliver Bythewood, Election Committee Co-Chair

**DATE:** February 8, 2012

**RE:** Contract Ratification

All members of the BTU-TSP bargaining unit (dues and non-dues paying) are eligible to vote for ratification of the tentative agreements for the 2010-11 contract successor agreement. Copies of the tentative agreements are included in this mailing, have been emailed to all bargaining unit members and are available on the BTU website – [btuonline.com](http://btuonline.com) or at the BTU office, 6000 North University Drive, Tamarac, Florida.

Ballots are being mailed to all bargaining unit members today, February 8, 2012. Ballots must be sealed and returned in the provided envelope to the BTU office by 5:00 p.m. on February 28. A meeting to tally ballots will be conducted at the BTU office at 5:00 p.m. on Tuesday, February 28. The meeting is open to all members of the bargaining unit regardless of membership in BTU-TSP. A majority of all those voting is required for ratification of the agreements.

Please mark your ballots to accept or reject the agreements. Place the ballot in the postage paid return envelope and seal it. Ballots may be mailed or hand delivered to the BTU office. All sealed ballot envelopes must be received in the BTU office by the deadline for voting at 5:00 p.m. on Tuesday, February 28 in order to be counted.

Any questions concerning the agreement can be sent to BTU-TSP Chief Negotiator George Segna at [gsegna@btuonline.com](mailto:gsegna@btuonline.com).

Any contract ratification vote questions can be sent to BTU Election Committee Staff Liaison John Ristow at [communications@btuonline.com](mailto:communications@btuonline.com).

Thank you.



A Union of Education, Technical Support, Charter School and Education Support Professionals

## **Contract Settlement Ratification Ballot**

- Yes (For Ratification)
  
- No (Against Ratification)

Note:

Please place completed ballot in provided envelope, seal the envelope and return it to the BTU Office (6000 North University Drive, Tamarac Florida 33321) via the U.S. Mail or by hand-delivery.

All ballots must be received by 5 p.m. on Tuesday, February 28, 2012.

# ***BTU*** *Broward Teachers Union*

A Union of Education, Technical Support, Charter School and Education Support Professionals

## **BTU-Technical Support Professional Ratification Summary**

The BTU-TSP Negotiations Team and representatives of The School Board of Broward County, Florida have reached a tentative contract agreement. The BTU-TSP Negotiations Team recommends the tentative agreement for ratification.

The parties agreed to suspend negotiations in 2010-11 in order to address the issues of job descriptions, job families and layoff/recall provisions. The district is currently in the process of revising a limited number of job descriptions identified in labor management meetings. The goal is to clearly identify job duties that are appropriate to the job family where similar job duties reside.

The attached list of existing job descriptions and their corresponding job families completes bargaining for 2010-11. These tentative agreements extend the contract through June 30, 2013 with negotiations for salaries, insurance and three other potential articles for 2011-12 and 2012-13. The parties have agreed to continue bargaining on layoff/recall procedures and to open negotiations for this year in March after the ratification process is complete.

These tentative agreements provide:

- Extension of the contract through June 30, 2013 with reopeners each year for salaries, insurance, and three other articles chosen by each side.
- Establishment of job families that include all classifications in the BTU-TSP bargaining unit and that will be used for layoff/recall implementation.
- Provisions for incorporating new job descriptions into existing job families through agreement of the parties.
- Procedures for resolving disputes over inclusion of job descriptions in the bargaining unit, their proper pay, and job family placement.

Any questions about the contents of the ratification tentative agreement should be directed to BTU-TSP Chief Negotiator George Segna at [gsegna@btuonline.com](mailto:gsegna@btuonline.com).

Logistical voting questions can be directed to the BTU Communications Office at [communications@btuonline.com](mailto:communications@btuonline.com).

**ARTICLE FOURTEEN  
LAYOFF AND RECALL**

- A. **Layoff:** In the event the Board determines that the number of employees must be reduced for any reason, such reduction in employees shall be based on objective, reasonable and nondiscriminatory standards which 1) shall not be arbitrary or capricious; 2) shall not deprive employees of other rights conferred by this agreement or laws of Florida and the United States; and 3) shall be capable of uniform application. If a reduction in employees is determined to be necessary, the following procedure shall be controlling:

5. **ORDER OF LAYOFF**

- i. ~~Prior to February 2003, In order to accommodate new and revised job descriptions, the parties shall meet to negotiate the definition of~~ have the authority to modify job families within which displacement may occur upon mutual agreement without submitting the changes to ratification by members of the bargaining unit. The authority to incorporate such changes into the contract is limited to changes for the purpose of including new job descriptions in existing job families.

**ARTICLE EIGHTEEN  
MISCELLANEOUS**

**E. Job Descriptions**

1. **Changes in Job Descriptions:** Whenever there is a proposed change in the job description or title of a classification within this bargaining unit, the Board shall discuss with BTU-TSP the proposed changes in job descriptions and/or job families prior to approval of the change. The BTU-TSP shall receive a copy of the current job description and the proposed job description. When changes result in a request for a reclassification, the parties agree to negotiate the impact the changes may have with respect to wages. The parties agree to be guided by the point factor analysis appropriate to the relative scale of values set up in a classification.
  
5. **New Job Descriptions:** When new job descriptions are proposed for positions that will be paid on the ASPT salary schedule, the proposed job description shall be provided to BTU-TSP prior to its approval. If a new job description is a successor title to a job description covered by this Agreement with no substantial change in duties, the new job description shall automatically become a classification included in this Agreement.

If a new classification contains a significant part of the work now done by any classification in this bargaining unit or shares a community of interest with classifications in the bargaining unit, the BTU-TSP may notify the Board that it believes the classification should be in the bargaining unit. The parties shall meet to agree upon its inclusion in or exclusion from this bargaining unit based upon an examination of the duties assigned and the community of interest with other employees. If the parties are not in agreement, the inclusion of bargaining unit position shall be in accordance with PERC regulation and shall not be subject to the grievance procedure. If the parties agree to include the classification in this bargaining unit, then the parties shall agree upon the proper pay grade placement of the classification and job family placement. ~~If the parties are not in agreement, the inclusion of bargaining unit position shall be in accordance with PERC regulation and shall not be subject to the grievance procedure.~~

T/A  
DUP  
1/23/12  
Segna

**ARTICLE TWENTY  
TERM OF AGREEMENT  
FORM, EFFECT AND DURATION**

- A. This Agreement shall be effective July 1, ~~2008~~2010 and shall remain in effect through June 30, ~~2010~~2013.
- B. Re-openers: For the ~~2009-2010~~2011-2012 school year of this contract, either party is entitled to reopen the contract for the purpose of negotiating salaries and insurance. Additionally, each party may select up the three (3) additional articles each to negotiate. Negotiations to resolve said items may commence any time after May 1<sup>st</sup> of each year.
- C. Commencement of Negotiations: No later than May 1, ~~2009~~2013, either party may require, by written notice to the other, the commencement of negotiations for a successor agreement.
- D. All conditions and benefits of employment shall be maintained during the term of this Agreement at not less than the level in effect as of the effective date of this Agreement, provided that this Article shall not apply in regard to changes which are expressly provided for in this Agreement or result from the implementation of any procedure expressly set for in this Agreement. If an conflict occurs between existing School Board policy and this Agreement, the provisions of this Agreement shall supersede those of School Board policy.
- E. The parties acknowledge that during the negotiations which preceded this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter, and that they understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

Dated this \_\_\_\_\_ day of \_\_\_\_\_.

\_\_\_\_\_  
President, Technical Support  
Professionals

\_\_\_\_\_  
Superintendent, The School Board of  
Broward County, Florida

\_\_\_\_\_  
Chief Negotiator, George Segna

\_\_\_\_\_  
Chair

\_\_\_\_\_  
Chief Negotiator, Dorothy W. Davis

\_\_\_\_\_  
Co-Chief Negotiator, Lorenzo Calhoun

11/26/12  
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**SBBC PROPOSED FINAL FINAL 1/12/12  
JOB FAMILIES  
TSP NEGOTIATIONS  
APPENDIX F**

**BTU-TSP JOB DESCRIPTIONS/JOB FAMILIES**

Code	Position Title	CURRENT TSP Job Families
W-003	Capital Network Syst Administrator	Computer - Applications
WW-001	Capital Network Syst Coordinator	Computer - Applications
S-014	Coordinator, Management Systems	Computer - Applications
RR-071	Distance Learning Outreach Specialist	Computer - Applications
R-022	District Network Coordinator	Computer - Applications
RR-066	District Webmaster	Computer - Applications
RR-041	Local Area Network Coordinator	Computer - Applications
R-045	Manager, Conferencing Services	Computer - Applications
W-031	Process Analyst - Chg Mgmt-Web	Computer - Applications
SS-087	Senior Webmaster / Project Planner	Computer - Applications
DD-088	Supervisor III, Office Operations/Data Entry	Computer - Applications
WW-009	Supervisor, Data Entry (Accounting)	Computer - Applications
RR-040	Wide Area Network Coordinator	Computer - Applications
WW-017	Budget Specialist/FTE Specialist	Computer - Cust Svc
WW-013.1	Customer Service Analyst I	Computer - Cust Svc
WW-013.2	Customer Service Analyst II	Computer - Cust Svc
WW-013.3	Customer Service Analyst III	Computer - Cust Svc
R-030	Manager I, Customer Support Services	Computer - Cust Svc
W-031	Process Analyst - Change Management	Computer - Cust Svc
RR-057	Supervisor I, Customer Support Services	Computer - Cust Svc
RR-010	Supervisor, Records Retention	Computer - Cust Svc
SS-082	Systems Support Specialist	Computer - Cust Svc
RR-050	Operations Service Specialist	Computer - Operations
RR-045	Operations Specialist	Computer - Operations
RR-002	Operations Supervisor	Computer - Operations
RR-005	Supervisor II, Computer Operations	Computer - Operations
RR-006	Supervisor, Computer Operations	Computer - Operations
R-051	Basis Administrator	Computer-NW/Sys Analyst
W-032	Business Warehouse Administrator	Computer-NW/Sys Analyst
WW-016	Financial Systems Integrator	Computer-NW/Sys Analyst
D-048	Manager I, Systems & Procedures - Physical Plant Operations	Computer-NW/Sys Analyst
RR-011	Network Analyst III	Computer-NW/Sys Analyst
RR-004	Network Analyst IV	Computer-NW/Sys Analyst
W-031	Process Analyst - Bus Warehouse	Computer-NW/Sys Analyst
R-048	Project Manager, Tech and Instruction	Computer-NW/Sys Analyst
R-016	Project Manager, Technology, Project Management Office	Computer-NW/Sys Analyst
SS-020	Senior Capital Project Planner	Computer-NW/Sys Analyst
R-026	Senior Data Warehouse (DHW) Analyst	Computer-NW/Sys Analyst
R-025	Senior Rapid Application Development (RAD) Analyst	Computer-NW/Sys Analyst
R-018	Systems Analyst	Computer-NW/Sys Analyst
RR-025.1	Systems Analyst I	Computer-NW/Sys Analyst
RR-025.2	Systems Analyst II	Computer-NW/Sys Analyst
RR-025.3	Systems Analyst III	Computer-NW/Sys Analyst
RR-035	Systems Analyst IV	Computer-NW/Sys Analyst
RR-039	Systems Integrator	Computer-NW/Sys Analyst
DD-108	Technical Services Supervisor, Food Service	Computer-NW/Sys Analyst
W-034	Portal Administrator	Computer-NW/Sys Analyst Computer - Applications
W-029	Manager, ERP-Programming	Computer-Programmer
RR-012.1	Programmer I	Computer-Programmer
RR-012.2	Programmer II	Computer-Programmer
RR-012.3	Programmer III	Computer-Programmer
RR-001	Programmer IV	Computer-Programmer
R-019	Systems Programmer	Computer-Programmer
RR-044	Systems Programmer I	Computer-Programmer
RR-003	Systems Programmer II	Computer-Programmer
DD-098	Computer Training Instructor, Food Service	Customer Service HR/Staff Dev
E-134	Coordinator, Behavior	Ed Pgms/Curriculum
B-020	Coordinator, Charter Schools	Ed Pgms/Curriculum
E-129	Coordinator, Diversity & Cultural Outreach	Ed Pgms/Curriculum
C-040	Coordinator, Teacher Support	Ed Pgms/Curriculum
EE-135	Courts Liaison	Ed Pgms/Curriculum
EE-137	Curriculum Support Specialist, Military Science	Ed Pgms/Curriculum

**BTU-TSP JOB DESCRIPTIONS/JOB FAMILIES**

Code	Position Title	CURRENT TSP Job Families
EE-090	Educational Specialist I, English for Speakers of Other Languages (ESOL)/Foreign Language	Ed Pgms/Curriculum
ZZ-026	Gang Prevention Coordinator	Ed Pgms/Curriculum
EE-047	General Education Development Tester	Ed Pgms/Curriculum
ZZ-034	Grants Administrative Specialist	Ed Pgms/Curriculum
EE-136	Manager, SSS/ESE Electronic Management System (EMS)	Ed Pgms/Curriculum
EE-130	Operations and Logistics Specialist, Junior Reserve Officers Training Corps (JROTC) and Principal's Leadership Development Corps (PLDC)	Ed Pgms/Curriculum
Z-027	Planner, Grants	Ed Pgms/Curriculum
EE-139	Program Supervisor, BASCC	Ed Pgms/Curriculum
KK-136	School Age Child Care Supervisor	Ed Pgms/Curriculum
EE-008	Specialist (ESEA Title I) Basic Parent Involvement Program	Ed Pgms/Curriculum
EE-007	Specialist, (ESEA Title I) Basic School-Wide Project and Program Improvement	Ed Pgms/Curriculum
EE-003	Specialist, *Title I) Non-Public, Neglected and Delinquent	Ed Pgms/Curriculum
ZZ-028	Specialist, Grants	Ed Pgms/Curriculum
EE-129	Specialist, Media & Instructional Material	Ed Pgms/Curriculum
EE-132	Specialist, Technical, Adult and Community Education	Ed Pgms/Curriculum
RR-030	Specialist, Testing	Ed Pgms/Curriculum
EE-005	Specialist, Title I, Elementary	Ed Pgms/Curriculum
EE-004	Specialist, Title I, Secondary	Ed Pgms/Curriculum
EE-084	Textbook Analyst	Ed Pgms/Curriculum
E-138	Transition Services Specialist	Ed Pgms/Curriculum
EE-131	World Refugee Recruiter/Employability Skills Job Developer (Grant Funded)	Ed Pgms/Curriculum
DD-116	Analyst, Energy Conservation	Facilities & Maintenance
SS-040	Architect IV	Facilities & Maintenance
SS-028	Architect V	Facilities & Maintenance
DD-009	Area Supervisor I, Maintenance	Facilities & Maintenance
DD-039	Assistant Area Supervisor, Maintenance	Facilities & Maintenance
S-012	Assistant Chief Building Official, Inspections	Facilities & Maintenance
RR-032	Building Control Specialist IV	Facilities & Maintenance
SS-046.1	Computer Aided Drafting (CAD) Draftsperson A	Facilities & Maintenance
SS-046.2	Computer Aided Drafting (CAD) Draftsperson B	Facilities & Maintenance
SS-046.3	Computer Aided Drafting (CAD) Draftsperson C	Facilities & Maintenance
SS-046.4	Computer Aided Drafting (CAD) Draftsperson D	Facilities & Maintenance
DD-105	Coordinator II, Loss Prevention & Safety	Facilities & Maintenance
SS-094	Coordinator, Environmental Resource Mgmt	Facilities & Maintenance
S-031	Coordinator, Facility Planning & Educational Programming	Facilities & Maintenance
SS-086	Cost Estimator / Scheduler	Facilities & Maintenance
RR-072	Demographer Analyst	Facilities & Maintenance
SS-066	Designer I, II, III, Architectural	Facilities & Maintenance
SS-042	Designer III, Architectural	Facilities & Maintenance
SS-043	Designer III, Engineering	Facilities & Maintenance
SS-075	Director, Design & Construction Contracts	Facilities & Maintenance
S-010.1	Director, Plan/Designs	Facilities & Maintenance
SS-093	District Space Planner	Facilities & Maintenance
SS-056	Document Specialist	Facilities & Maintenance
SS-058	Draftsperson E	Facilities & Maintenance
SS-044	Draftsperson, Senior	Facilities & Maintenance
SS-041	Facilities Engineer V	Facilities & Maintenance
DD-020	Grounds Manager	Facilities & Maintenance
D-021	Manager Energy Conservation Utility Management (Previously R-021)	Facilities & Maintenance
DD-119	Operational Analyst, Physical Plant Operations	Facilities & Maintenance
S-033	Planner, Growth Management Impact	Facilities & Maintenance
S-035	Planner, Growth Management Monitoring	Facilities & Maintenance

**BTU-TSP JOB DESCRIPTIONS/JOB FAMILIES**

Code	Position Title	CURRENT TSP Job Families
RR-064	Planner, School Boundaries	Facilities & Maintenance
SS-053	Planning Analyst	Facilities & Maintenance
SS-089	Plans Examiner (Specialties: Building , Civil, Structural, HVAC, Plumbing, Electrical)	Facilities & Maintenance
SS-014.1	Plans Examiner / Inspector - Building	Facilities & Maintenance
SS-014.4	Plans Examiner / Inspector - Electrical	Facilities & Maintenance
SS-014.6	Plans Examiner / Inspector - Fire Safety	Facilities & Maintenance
SS-014.3	Plans Examiner / Inspector - Mechanical	Facilities & Maintenance
SS-014.2	Plans Examiner / Inspector - Plumbing	Facilities & Maintenance
SS-014.5	Plans Examiner / Inspector - Roofing	Facilities & Maintenance
W-031	Process Analyst - Plant Maint	Facilities & Maintenance
CC-022	Project Manager - Occupational Health/Environmental Control	Facilities & Maintenance
SS-019	Project Manager I	Facilities & Maintenance
SS-039	Project Manager I	Facilities & Maintenance
SS-054	Project Manager I	Facilities & Maintenance
SS-060	Project Manager I	Facilities & Maintenance
SS-080	Project Manager II	Facilities & Maintenance
SS-081.1	Project Manager II	Facilities & Maintenance
SS-079	Project Manager II (Warranty Administrator)	Facilities & Maintenance
D-054	Project Manager II, Energy Conservation & Utility Management	Facilities & Maintenance
S-017	Project Manager III - Facilities & Construction	Facilities & Maintenance
DD-089	Projects Coordinator, Physical Plant	Facilities & Maintenance
SS-057	Property Coordinator	Facilities & Maintenance
SS-018	Real Property Analyst	Facilities & Maintenance
DD-107	Safety Specialist I	Facilities & Maintenance
DD-106	Safety Specialist II	Facilities & Maintenance
DD-118	Scheduler, Physical Plant Operations	Facilities & Maintenance
S-002	Senior Architect	Facilities & Maintenance
SS-045	Senior Document Specialist	Facilities & Maintenance
S-020	Senior Engineer	Facilities & Maintenance
SS-090	Senior Plan Examiner (Specialties: Building, Civil, Structural, Mechanical, Electrical)	Facilities & Maintenance
S-010.2	Senior Project Manager / Construction Phase	Facilities & Maintenance
SS-092	Specialist, American with Disabilities Act (ADA) Accessibility Projects	Facilities & Maintenance
RR-065	Specialist, Demographer / Statistician	Facilities & Maintenance
SS-088	Specialist, Florida Inventory of School Houses (FISH)	Facilities & Maintenance
DD-113	Specialist, QA - Custodial	Facilities & Maintenance
SS-085	Specification Writer	Facilities & Maintenance
DD-022	Supervisor I, Electrical	Facilities & Maintenance
DD-003	Supervisor I, Heating, Ventilating and Air Conditioning	Facilities & Maintenance
DD-023	Supervisor I, Mechanical Equipment	Facilities & Maintenance
DD-026	Supervisor I, Minor Capital Outlay	Facilities & Maintenance
DD-002	Supervisor I, Painting	Facilities & Maintenance
DD-008	Supervisor I, Roofing	Facilities & Maintenance
DD-114	Supervisor II, Custodial	Facilities & Maintenance
DD-115	Supervisor II, Grounds	Facilities & Maintenance
DD-007	Supervisor III, Mail Service	Facilities & Maintenance
CC-052	Supervisor III, Operations	Facilities & Maintenance
DD-034	Supervisor Physical Plan Operations (PPO) Stockroom	Facilities & Maintenance
CC-030	Supervisor Risk Management	Facilities & Maintenance
DD-019	Supervisor, Capital Projects	Facilities & Maintenance
DD-120	Supervisor, Logistics & Relocation Services	Facilities & Maintenance
DD-091	Supervisor, Planning & Scheduling	Facilities & Maintenance
DD-021	Supervisor, Work Order/Work Flow	Facilities & Maintenance
DD-010	Supervisor, Workflow/Labor Utilization	Facilities & Maintenance
WW-006.1	Accountant I	Finance
WW-006.2	Accountant II	Finance
WW-006.3	Accountant III	Finance
WW-004	Accountant IV (Except Financial Reporting)	Finance
W-007	Accountant V (Except Benefits)	Finance
ZZ-032	Accountant, BEF	Finance
BB-001	Area Business Analyst	Finance
WW-014.1	Budget Analyst I	Finance
WW-014.2	Budget Analyst II	Finance
WW-014.3	Budget Analyst III	Finance
WW-010.1	Capital Budget Analyst I	Finance
WW-10.2	Capital Budget Analyst II	Finance

**BTU-TSP JOB DESCRIPTIONS/JOB FAMILIES**

Code	Position Title	CURRENT TSP Job Families
WW-010.3	Capital Budget Analyst III	Finance
WW-005	Capital Budget Analyst IV	Finance
W-009	Capital Budget Analyst V	Finance
W-004	Capital Payment Review Supervisor	Finance
E-028	Coordinator, Medicaid	Finance
WW-008	Cost Accountant	Finance
KK-025	CTACE Business Analyst - Career, Technical, and Adult/Community Education	Finance
EE-128	CTACE Grant Administrator	Finance
R-049	Finance Manager, ETS	Finance
WW-012	Financial Reporting Analyst	Finance
W-015	Manager I, Systems & Procedures	Finance
W-029	Manager, ERP-Budget	Finance
W-029	Manager, ERP-Finance & Integration	Finance
W-029	Manager, ERP-Payroll	Finance
D-050	Manager, Food & Nutrition Services	Finance
W-031	Process Analyst - Accounts Payable	Finance
W-031	Process Analyst - Controlling	Finance
W-031	Process Analyst - Funds Management	Finance
W-031	Process Analyst - Grants Management	Finance
W-031	Process Analyst - Payroll	Finance
W-031	Process Analyst - Treasury	Finance
WW-015	Supervisor Internal Accounts Support	Finance
WW-007	Supervisor, Accounts Payable	Finance
WW-011. 1.2.3	Treasury Analyst I, II, III	Finance
W-025	Treasury Manager	Finance
C-036	Coordinator, Non-Instructional Development	HR/Staff Dev
C-043	Coordinator, Quality Support	HR/Staff Dev
C-042	Coordinator, Training	HR/Staff Dev
CC-055	Employee Health Testing Specialist	HR/Staff Dev
W-029	Manager, ERP-HR	HR/Staff Dev
DD-090	Manager, Training	HR/Staff Dev
CC-012.1	Personnel Administrator I	HR/Staff Dev
CC-012.2	Personnel Administrator II	HR/Staff Dev
CC-012.3	Personnel Administrator III	HR/Staff Dev
C-011	Personnel Specialist/Instructor I, II, III	HR/Staff Dev
W-031	Process Analyst - Personnel Dev	HR/Staff Dev
W-031	Process Analyst - Benefits	HR/Staff Dev
W-031	Process Analyst - E-Recruitment	HR/Staff Dev
W-031	Process Analyst - Learning Solutions	HR/Staff Dev
W-031	Process Analyst - Org Management	HR/Staff Dev
W-031	Process Analyst - Personnel Admin	HR/Staff Dev
W-031	Process Analyst - Time Management	HR/Staff Dev
DD-075	Program Manager, Nutrition Education and Training	HR/Staff Dev
CC-059	Specialist Workers - Compensation	HR/Staff Dev
CC-053	Staff Assistant	HR/Staff Dev
DD-038	Staff Developer, Transportation Training Operations	HR/Staff Dev
DD-079	Supervisor Training Operations	HR/Staff Dev
RR-036	Training Analyst	HR/Staff Dev
CC-051	Training Specialist, Management Skills Development	HR/Staff Dev
CC-029	Wellness Coordinator	HR/Staff Dev
EE-138	Clinical Nurse, Health Ed Services	Nursing
EE-125	Clinical Nursing Supervisor - Exceptional Centers, ESE Clusters, Head Start, Full Service School Programs Sites with Medically Complex Students	Nursing
JJ-083	Licensed Practical Nurse I, II, III/Medically Complex Exceptional Students	Nursing
JJ-050	Occupational Therapy Assistant	Nursing
JJ-051	Physical Therapy Assistant	Nursing
JJ-049	School Nurse - Exceptional Student Centers or Schools with ESE Clusters, Head Start, Full Service Schools Programs	Nursing
RR-073	BECON - Traffic Supervisor	Production/Eng & Art.Graphics
RR-038	Becon Engineering Manager	Production/Eng & Art.Graphics
R-020	Becon Station Manager	Production/Eng & Art.Graphics
RR-058	CATV Technician Apprentice	Production/Eng & Art.Graphics

**BTU-TSP JOB DESCRIPTIONS/JOB FAMILIES**

Code	Position Title	CURRENT TSP Job Families
RR-070	Digital Broadcast Engineer	Production/Eng & Art.Graphics
RR-060	Executive Producer - BECON	Production/Eng & Art.Graphics
EE-023	Magnet - Communications/Broadcast Arts Engineer	Production/Eng & Art.Graphics
RR-028	Manager II, Production	Production/Eng & Art.Graphics
RR-062	Manager of Graphics, Print Products	Production/Eng & Art.Graphics
RR-027	Manager of Graphics, Video Products	Production/Eng & Art.Graphics
RR-063	Supervisor I, Printing Services	Production/Eng & Art.Graphics
RR-020	TV Art/Graphics Specialist	Production/Eng & Art.Graphics
RR-019	TV Audio Production Specialist	Production/Eng & Art.Graphics
RR-017	TV Broadcast Engineer I	Production/Eng & Art.Graphics
RR-022	TV Broadcast Engineer II	Production/Eng & Art.Graphics
RR-014	TV Broadcast Maintenance Engineer	Production/Eng & Art.Graphics
RR-024	TV Graphics Assistant	Production/Eng & Art.Graphics
RR-015	TV Producer/Director	Production/Eng & Art.Graphics
RR-042	TV Production Apprentice	Production/Eng & Art.Graphics
RR-021	TV Production Assistant	Production/Eng & Art.Graphics
RR-018	TV Production Crew Chief	Production/Eng & Art.Graphics
RR-016	TV Studio Technical Advisor	Production/Eng & Art.Graphics
RR-023	TV Traffic Specialist	Production/Eng & Art.Graphics
RR-056	Community Relations Assistant	Public Affairs
RR-054	Community Resource Specialist, Volunteer Services	Public Affairs
KK-106	Community Service Specialist I	Public Affairs
EE-006	Community Service Specialist II	Public Affairs
RR-061	Coordinator, BECON Public Relations & Fund Raising	Public Affairs
Z-026	Coordinator, Governmental Affairs	Public Affairs
R-012	Coordinator, Parents, Business & Community Partnerships	Public Affairs
R-002	Coordinator, Partners in Education	Public Affairs
RR-053	Coordinator, Volunteer Services	Public Affairs
RR-074	Marketing Specialist, BECON	Public Affairs
ZZ-031	Programs Coordinator III, Broward Education Foundation	Public Affairs
EE-112	Specialist , Innovative Programs	Public Affairs
EE-126	Specialist, (Bilingual - title VII) Parent Outreach Program	Public Affairs
EE-009	Specialist, Family-School Partnership Programs	Public Affairs
RR-055	Specialist, Parents, Business, & Community Partnerships	Public Affairs
RR-052	Specialist, Public Affairs & Community Relations	Public Affairs
ZZ-035	Supervisor, Kids in Need Resource Center (KINRC)	Public Affairs
ZZ-027	Curator, Old Dillard Museum	Public Affairs <del>Ed Pems/Curriculum</del>
SS-084	Construction Purchasing Agent	Purchasing
DD-109	Coordinator, Supplier Diversity and Outreach Program	Purchasing
D-033	Manager Purchasing Operations	Purchasing
W-029	Manager, ERP-Operations	Purchasing
DD-111	Minority/women Business Enterprise (M/WBE) Contract Compliance Administrator I, II, III	Purchasing
DD-110	Minority/Women Business Enterprise (M/WBE) Specialist I, II, III	Purchasing
W-031	Process Analyst - Mat/Inv Mgmt	Purchasing
W-031	Process Analyst - Purchasing	Purchasing
DD-086-1	Purchasing Agent I	Purchasing
DD-094-1	Purchasing Agent I, School Food Service	Purchasing
DD-086-2	Purchasing Agent II	Purchasing
DD-094-2	Purchasing Agent II, School Food Service	Purchasing
DD-086-3	Purchasing Agent III	Purchasing
DD-078	Purchasing Agent IV	Purchasing
DD-093	Purchasing Agent, Food Service Equipment & Supplies	Purchasing
DD-103	Purchasing Card Coordinator	Purchasing
SS-027	Furniture & Equipment Coordinator	Purchasing <del>Facilities &amp; Maintenance</del>

**BTU-TSP JOB DESCRIPTIONS/JOB FAMILIES**

Code	Position Title	CURRENT TSP Job Families
RR-050.1	Database Researcher I	Research/Evaluation
RR-050.2	Database Researcher II	Research/Evaluation
RR-050.3	Database Researcher III	Research/Evaluation
RR-050.4	Database Researcher IV	Research/Evaluation
RR-051	Evaluation Administrator	Research/Evaluation
R-033	Research Specialist	Research/Evaluation
SS-069	Coordinator, Telecommunications, Wiring & Installation	Telecommunications
DD-104	Technology/Telecommunications Standard Specialist - Purchasing	Telecommunications
RR-033	Telecommunications Analyst IV	Telecommunications
DD-081	Manager, Transportation Terminal	Transportation
W-031	Process Analyst - Transportation	Transportation
DD-085	Route Planner	Transportation
DD-082	Shift Supervisor, Transportation Terminal	Transportation
DD-037	Supervisor II, Transportation Staffing	Transportation
DD-087	Supervisor II, Vehicle Maintenance, Parts	Transportation
DD-035	Supervisor, Special Needs Trans	Transportation
DD-036	Supervisor, Transportation Operations	Transportation
DD-117	Supervisor, Vehicle Maintenance	Transportation
DD-074	Transportation Route Analyst	Transportation
Total		2

# ***BTU*** *Broward Teachers Union*

A Union of Education, Technical Support, Charter School and Education Support Professionals

## **BTU-Technical Support Professional Ratification Summary**

The BTU-TSP Negotiations Team and representatives of The School Board of Broward County, Florida have reached a tentative contract agreement. The BTU-TSP Negotiations Team recommends the tentative agreement for ratification.

The parties agreed to suspend negotiations in 2010-11 in order to address the issues of job descriptions, job families and layoff/recall provisions. The district is currently in the process of revising a limited number of job descriptions identified in labor management meetings. The goal is to clearly identify job duties that are appropriate to the job family where similar job duties reside.

The attached list of existing job descriptions and their corresponding job families completes bargaining for 2010-11. These tentative agreements extend the contract through June 30, 2013 with negotiations for salaries, insurance and three other potential articles for 2011-12 and 2012-13. The parties have agreed to continue bargaining on layoff/recall procedures and to open negotiations for this year in March after the ratification process is complete.

These tentative agreements provide:

- Extension of the contract through June 30, 2013 with reopeners each year for salaries, insurance, and three other articles chosen by each side.
- Establishment of job families that include all classifications in the BTU-TSP bargaining unit and that will be used for layoff/recall implementation.
- Provisions for incorporating new job descriptions into existing job families through agreement of the parties.
- Procedures for resolving disputes over inclusion of job descriptions in the bargaining unit, their proper pay, and job family placement.

Any questions about the contents of the ratification tentative agreement should be directed to BTU-TSP Chief Negotiator George Segna at [gsegna@btuonline.com](mailto:gsegna@btuonline.com).

Logistical voting questions can be directed to the BTU Communications Office at [communications@btuonline.com](mailto:communications@btuonline.com).