



**Employee & Labor Relations**  
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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 (MOU) is made on this day 14<sup>th</sup> August 2023, by and between The School Board of Broward County, Florida (SBBC) and the Broward Teachers Union (BTU) representing Education Professionals (BTU-EP), hereinafter collectively referred to as "the Parties."

**Purpose:**

The purpose of this MOU is to memorialize the parties' agreement regarding increases to the Teachers Supplementary Pay Schedule – Appendix F, for Speech Language Pathologist (SLP) employees in the BTU-EP bargaining unit effective beginning the 2023-2024 school year. These supplement increases address concerns regarding recruitment, retention, and staffing shortages for SLP employees in meeting operational student needs.

**Duration:**

This memorandum shall commence effective from the date of Board approval.

**Scope:**

**WHEREAS Appendix F** - Teachers Supplementary Pay Schedule of the parties' Collective Bargaining Agreement ("CBA") provides, in relevant part:

**"IV. Special, \*\* Subsection R – Speech/Language Pathologist - \$935.  
Subsection T – Speech Language Pathologist (National Clinical Certification)  
\$1,100."**

**WHEREAS** the parties have come to this agreement regarding supplement increases for Speech Language Pathologist employees in the BTU-EP bargaining unit effective beginning the 2023-2024 school year.

**NOW, THEREFORE**, it is agreed as follows:

1. The above recitals are hereby adopted and incorporated in this section as if fully set forth herein.
2. Effective beginning the 2023-2024 school year, eligible SLP employees in the BTU Education Professionals' unit will receive a supplement increase as follows:

2022-2023 Supplement	New Supplement Beginning 2023-2024
\$935 - SLP	\$2,500 - SLP
\$1,100 -National Clinical Certification (CCC)	\$5,500 - National Clinical Certification (CCC)

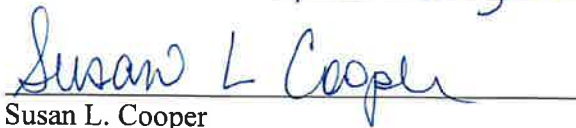
**Terms and Conditions:**

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 Teachers Supplementary Pay Schedule – Appendix F, increases for SLP employees in the BTU-EP bargaining unit effective beginning the 2023-2024 school year.

Executed on this day, 14<sup>th</sup> August, 2023.

  
Susan L. Cooper

Director, Employee and Labor Relations

  
Anna Fusco, President

Broward Teachers Union

SLC/mh