

**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 FEDERATION OF PUBLIC EMPLOYEES**

This Memorandum of Understanding (MOU) is made on this 11th day of April 2022, by and between The School Board of Broward County, Florida (SBBC) and the Federation of Public Employees (FOPE), including FOPE 4 (Facilities, Maintenance, Transportation, and Security), hereinafter collectively referred to as the “PARTIES”.

**Purpose:**

The purpose of this Memorandum of Understanding is to memorialize the parties understanding of the agreements reached herein and the decision to continue to negotiate for the reopener 2022-2023 school year without closing the 2021-2022 school year.

**Duration:**

This memorandum shall commence on the effective date of School Board approval.

**Scope:**

**WHEREAS** the FOPE 4 collective bargaining agreement (hereinafter referred to as “CBA”) Article 20 – **Terms of Agreement**, Section B states the following:

“For the 2021-2022 and 2022-2023 school year, the parties agree to reopen base salary and insurance. In addition, each party may select up to five (5) issues to reopen. No later than May 1, for each contract year, by written notice to the other, either party may commence negotiations for the reopeners for the 2021-2022 and 2022-2023 school years.”

**WHEREAS** the parties have reached agreements listed herein for the 2021-2022 school year and the parties will continue negotiations reopener for the 2022-2023 School Year without closing the CBA.

**WHEREAS** the FOPE 4 – CBA Article 16- **Wages and Salary, Section B (5)** states as follows:

“The parties agree that employees shall be compensated in accordance with the salary schedules hereto”

**WHEREAS** the parties have reached an agreement regarding FOPE 4 – CBA Article 16- **Wages and Salary**, regarding the following:

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

1. For the 2021-2022 school year, bargaining unit employees who are in an active status as of the date of Board approval, will receive a one-time stipend (non-recurring, non-FRS eligible) equal to \$1500.
2. Effective July 1, 2021, the FOPE 2021-2022 Campus Monitor Salary Schedule shall increase to a minimum range of fifteen dollars (\$15.00000) an hour and a maximum range of twenty-one dollars and forty-six cents, (\$21.46480), with minimum increase annual salaries of \$21,262.50 and the maximum annual salary of \$30,426.35. The Annual (A\*) salaries listed are based on a seven and a half (7.5) hour workday and a 189 work calendar. Employees on a different workday/calendar shall determine annual pay using the hourly rate, the actual hours, and work calendar for the position.

**CAMPUS MONITORS 2021-2022 SALARY SCHEDULE**

HOURLY RATE	Minimum	Maximum
	\$13.65524	\$20.93074

STEP	4	2	3	4	5	6	7	8	9
HOURLY RATE	\$13.65524	\$13.99658	\$14.34650	\$14.70516	\$15.07280	\$15.44960	\$15.83586	\$16.23175	\$16.63755
	10	11	12	13	14	15	16	17	18
	\$17.05348	\$17.47981	\$17.91681	\$18.36473	\$18.82386	\$19.29444	\$19.77681	\$20.27123	\$20.93074

STEP	1	2	3	4	5	6	7	8	9
HOURLY RATE	\$15.00000	\$15.22500	\$15.45338	\$15.68518	\$15.92045	\$16.07966	\$16.24045	\$16.64647	\$17.06263
	10	11	12	13	14	15	16	17	18
	\$17.48919	\$17.92642	\$18.37458	\$18.83395	\$19.30480	\$19.78549	\$20.28210	\$20.78915	\$21.46480

		Range	
		MINIMUM	MAXIMUM
	<b>H</b>	\$15.00000	\$21.46480
Campus Monitor	<b>*A</b>	\$21,262.50	\$30,426.35

- Effective July 1, 2021, Facilities Servicepersons (Days) 2021-2022 Salary Schedule increase to a minimum Step 1 of fifteen dollars (\$15.00000) an hour and a maximum Step 12 increase to twenty-one dollars and forty-nine cents (\$21.49196).
- Effective July 1, 2021, Facilities Servicepersons Aides (Days) 2021-2022 Salary Schedule increase to a minimum Step 1 of thirteen dollars and twenty-five cents (\$13.2500) an hour and a maximum Step 12 increase to fourteen dollars and seventy-eight cents (\$14.78261).

Facilities Personnel	MIN	STEP AND HOURLY RATE										MAX
	1	2	3	4	5	6	7	8	9	10	11	12
Facilities Serviceperson-Days)	\$13.17605	\$13.72167	\$14.29097	\$14.88496	\$15.50474	\$16.15141	\$16.82616	\$17.53018	\$18.26475	\$19.03120	\$19.83093	\$20.66535
Facilities Serviceperson (Days)	\$15.00000	\$15.30000	\$15.60600	\$15.91812	\$16.23648	\$16.64239	\$17.14167	\$18.23139	\$18.99534	\$19.79245	\$20.62417	\$21.49196
Facilities-Serviceperson-Aide (Days)	\$11.88330	\$11.91227	\$11.94132	\$11.97045	\$11.99966	\$12.02894	\$12.05830	\$12.08772	\$12.11722	\$12.14680	\$12.17646	\$12.20620
Facilities Serviceperson Aide (Days)	\$13.25000	\$13.38250	\$13.51633	\$13.65149	\$13.78800	\$13.92588	\$14.06514	\$14.20579	\$14.34785	\$14.49133	\$14.63624	\$14.78261

- Effective July 1, 2021, eligible Bus Operators who are current employees in the FOPE 4 bargaining unit will receive a one-time non-recurring adjustment based on the employee's years of service. Effective, July 1, 2021, eligible Bus Operators on Steps 5, 6, and 7 will advance one step. Eligible employees who received adjustments pursuant to the August 19, 2021, MOU are not eligible for further adjustments.

**BUS OPERATORS 2021-2022 SALARY SCHEDULE**

STEP	HOURLY RATE
1	\$16.50000
2	\$16.75000
3	\$17.00000
4	\$17.25000
5	\$17.72435
6	\$19.18210
7	\$25.55881
8	\$26.19778

6. Effective July 1, 2021, eligible Bus Attendants who are current employees in the FOPE 4 bargaining unit, will receive a one-time non-recurring adjustment based on the employee's years of service. Effective July 1, 2021, eligible Bus Attendants on Steps 4, 5, 6, & 7 will advance one step. Eligible employees who received adjustments pursuant to the August 19, 2021, MOU are not eligible for further adjustments.

**BUS ATTENDANTS 2021-2022 SALARY SCHEDULE**

STEP	HOURLY RATE
1	\$13.20604
2	\$13.37113
3	\$13.48562
4	\$13.61726
5	\$15.02892
6	\$17.54707
7	\$20.23407
8	\$20.73990

7. Effective July 1, 2021, for the 2021-2022 school year, Armed Safe School Officers assigned as “Floaters” shall receive an annual supplement of \$750.
8. Effective July 1, 2021, a newly hired Armed Safe School Officer will be placed on Step 0 of the salary schedule pending completion of the certification program. Upon successful completion of the certification program, the employee will advance to Step 1. After successful completion of the probationary period, the employee will advance to Step 2 on the salary schedule.
9. For the 2021-2022 school year, Armed Safe School Officers that have successfully completed new hire probation, successfully completed Guardian certification requirements and are actively employed as of the last day of the employee’s assigned work calendar will receive an additional payment in the amount of \$1,500.


**Terms and Conditions:**

1. This Agreement sets forth the 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, Signature, and Dates:**

1. This represents the full and complete understanding of the parties as it relates to the parties agreement herein regarding the salary schedule increases and adjustments noted above, the stipend for the 2021-2022 school year, and to continue negotiations reopener for the 2022-2023 school year. As such, these agreements do not establish a precedent beyond the time periods set forth herein. However, execution of this agreement does not equate to a waiver of the parties’ right to engage in the collective bargaining process regarding changes to the terms and conditions of employment.

*Susan Cooper*                                      4/11/22  
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 School Board of Broward County, Date  
 Susan L. Cooper, Director  
 Employee and Labor Relations

  
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 Federation of Public Employees      Date  
 Dan Reynolds, President

SC:mh  
 04/07/22