



#### Human Resources & Equity

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### MEMORANDUM OF UNDERSTANDING BETWEEN THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA AND THE POLICE BENEVOLENT ASSOCIATION

This Memorandum of Understanding (MOU) is made on this 4<sup>th</sup> day of March, 2025, by and between The School Board of Broward County, Florida (SBBC) and the Police Benevolent Association (PBA), hereinafter collectively referred to as "the parties."

#### Purpose:

The purpose of the MOU is to memorialize the parties' agreement regarding the wage and supplement increase for the 2024-2025 school year for employees in the PBA bargaining unit employees.

#### Duration:

This memorandum shall commence effective from the date of School Board approval and shall end when the parties reach an agreement for the 2024-2025 successor contract.

#### Scope:

**WHEREAS**, the Police Benevolent Association Collective Bargaining Agreement 2023-2024, Appendix A, **Salary Schedule** states as follows:

"For the 2023-2024 school year, PBA employees who are in an active status, as of the date of Board approval, will receive a one-time bonus (non-recurring, non-FRS eligible) equal to two and twenty-six hundredths' percent (2.26%) of base salary. In the event that any other noninstructional employee group receives additional funds for salary increases for the 2023-2024 school year, the parties agree to reopen negotiations for wages only.

For the 2024-2025 school year, PBA employees who are in an active status, as of the date of Board approval will receive a 2.5% increase to base salary effective July 1, 2024."

**WHEREAS** the parties have come to this agreement regarding the wage and supplement increase for the 2024-2025 school year for employees in the PBA bargaining unit,

**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. For the 2024-2025 school year. all PBA employees in the SPO II classification shall receive a 2.0% increase to their base rate, effective July 1, 2024.
3. For the 2024-2025 school year. all PBA employees in the SPO I classification shall have their minimal annual salary increased to seventy thousand (\$70,000), effective July 1, 2024.
4. Bargaining Unit Members assigned to the K-9 handler position shall receive a pay supplement of ten thousand dollars (\$10,000) per year, which shall be paid in twenty (20) supplement payments to compensate the Handler for performing the K-9 handler duties and the care of the K-9 while off duty. Said amount to be prorated if the K-9 handler is changed.
5. There will be a 5% (five) assignment supplement when a SPO I employee is scheduled to work out of class performing SPO II job duties.

**Terms and Conditions:**

This Agreement sets forth an entire agreement between the parties hereto and shall supersede 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:**

The parties further agree that this MOU represents the full and complete understanding of the parties as it relates to the wage and supplement increases to PBA bargaining unit employees effective July 1, 2024, for the 2024-2025 school year.

Executed on this 4<sup>th</sup> day of March, 2025.



David Azzarito, Chief People Officer  
School Board of Broward County



Michael Braverman, Counsel  
Police Benevolent Association

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