



Office of the General Counsel and Vice President for
Public Policy and Government Affairs
Willis Holcombe Center
111 East Las Olas Boulevard, Fort Lauderdale, FL 33301
Phone: 954-201-7410

July 27, 2021

Mr. Joseph Brenner and Ms. Michelle De Marco,

The letter is to memorialize the proposed agreement between The District Board of Trustees for Broward College, Florida (the "College") and Service Employees International Union – Florida Public Services Union; Broward College Chapter ("SEIU") regarding Article 7 and specifically Article 7.1, in Year 2 of the 2020-2023 Collective Bargaining Agreement (the "CBA"), per Article 18.1 of the CBA. This letter will be referred to hereinafter as the "Letter Agreement."

The parties propose to pay Adjunct Faculty one-time payments for Year Two of the CBA only¹ in the following amount and manner:

If an Adjunct Faculty taught a credit bearing course in Summer Term 2020, Fall Term 2020, or Spring Term 2021, then an Adjunct Faculty is eligible for a one-time payment(s) for a teaching credit bearing course(s) in Year Two of the CBA.² An Adjunct Faculty must teach a credit bearing course in Fall Term 2021, Spring Term 2022, or Summer Term 2022 in order to be eligible for the proposed one-time payment(s). For ease of reference, these defined Adjunct Faculty will be called Eligible Adjunct Faculty.

SEIU has proposed a 3.26% one-time increase in Eligible Adjunct Faculty pay by contact hour for credit bearing courses in Year Two of the CBA, which the College accepts.³ The Parties have agreed to execute these payments in the form of one-time payments as described herein. To execute this one-time increase in the form of one-time payments, the College must convert this percentage into a dollar amount per credit hour. The current pay schedule for regularly scheduled credit-bearing courses is as follows:

Category	Title / Description	Rank				
		Doctor	Mast + 48	Mast + 36	Mast	Bach
Adjunct - Credit and Contact Pay Rates	Adjunct - Per credit hour	\$743.34	\$691.67	\$683.34	\$675.00	\$650.00
	Adjunct - Pay by contact hour	\$39.82	\$37.05	\$36.61	\$36.16	\$34.82

¹ The one-time payments proposed herein will not be made in Year Three of the Parties' three-year Collective Bargaining Agreement.

² The current contract period is Year Two of the three-year Collective Bargaining Agreement, meaning July 1, 2021 to June 30, 2022.

³ In order for this Letter Agreement to be effective, both SEIU and the College must ratify it, and ratification signatures will be applied to Exhibit A herein to make this Letter Agreement effective.



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One-time payments found in the second row below will be made to Eligible Adjunct Faculty Members on a per-credit hour basis based upon the number of credit hours taught during Fall Term 2021, Spring Term 2022, or Summer Term 2022 individually, and not collectively:

Category	Title / Description	Rank				
		Doctor	Mast + 48	Mast + 36	Mast	Bach
Current Adjunct – Credit Hour Pay Rates	Adjunct - Per credit hour	\$743.34	\$691.67	\$683.34	\$675.00	\$650.00
One-time Payment for Year Two Only (in Addition to Current Credit Hour Pay Rate)	Adjunct - Per credit hour	\$24.34	\$22.61	\$22.46	\$22.12	\$21.28

The per credit hour one-time payment will be made to Eligible Adjunct Faculty no later than December 2021 for credit bearing courses taught in Fall Term 2021, no later than May 2022 for credit bearing courses taught in Spring Term 2022, and no later than July 2022 for credit bearing courses taught in Summer Term 2022.

In order to illustrate effect, an Eligible Faculty Member with a doctorate teaches a one credit course in the Fall Term 2021, that faculty member will receive the 2020-2021 rate (\$743.34) in the manner described in the Collective Bargaining Agreement. The Eligible Faculty Member will also receive the one-time payment for Year Two only (\$24.34) no later than December 2021. That same Eligible Faculty Member teaches a three-credit course in Spring Term 2022 ($\$743.34 * 3 = \$2,230.03$) in the manner described in the Collective Bargaining Agreement. The Eligible Faculty Member will also receive the one-time payment in Year Two only ($\$24.34 * 3 = \73.02) no later than May 2022. The same Eligible Faculty Member teaches nothing in Summer Term 2022, and receives no pay, as no courses were taught.

For those Eligible Faculty Members who have accepted Fixed Term Assignments, one-time payments will also be made on a per credit hour basis based upon the number of credit hours taught during Year 2 of the CBA.

Additionally, to the extent that the College negotiates more favorable one-time payments for Full Time Faculty members covered by the UFF-BC Chapter Collective Bargaining Agreement than what was approved by the College in its Fiscal Year 2021-2022 Budget, then the College agrees to consider an amendment to this Letter Agreement, so long as the negotiations with UFF-BC Chapter conclude on or before June 30, 2022 and includes a wage term for the one-time payment.



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This Letter Agreement contains all terms of the amendment to Article 7 of the Collective Bargaining Agreement for Year Two of the Collective Bargaining Agreement. This Agreement will not carry over to Year Three of the Collective Bargaining Agreement. The parties will bargain Year Three of the CBA in accordance with Article 18.

Kind Regards,

A handwritten signature in blue ink, appearing to read "J. Nasse", is written over a horizontal line.

Dr. Jeff Nasse, Chief Negotiator, Broward College Administration Team
Provost and Senior Vice President of Academic Affairs

A handwritten signature in blue ink, appearing to read "Lacey Hofmeyer", is written over a horizontal line.

Lacey Hofmeyer, Esq., Member, Broward College Administration Team
General Counsel

Tentatively Agreed:

A handwritten signature in blue ink, appearing to read "J. Brenner", is written over a horizontal line.

Joseph Brenner, Director of Organizing and Bargaining
SEIU



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Exhibit "A"
Ratification Signatures

Gloria Fernandez, Chair
The District Board of Trustees for Broward College, Florida

Michelle De Marco, Chair
Service Employees International Union – Florida Public Services Union; Broward College
Chapter