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**BCPS Reaches Tentative Agreements with Broward Teachers Union:
Base Salary Increase for Teachers as of 2023/24 School Year
10 Planning Days and One Early Release Day in 2024/25 School Year**

A tentative agreement signed by Broward County Public Schools (BCPS) and the Broward Teachers Union – Education Professionals (BTU-EP) on Monday, February 5, 2024, would increase the base salary for existing and new teachers for the current school year (2023/24). The agreement remains to be ratified by bargaining unit members before being presented to the Broward County School Board later this month. If approved, the increases will be applied retroactively as of July 1, 2023.

The tentative agreement provides the following base salary increases for eligible employees:

- Teachers on the Grandfathered salary schedule – 3.65% increase
- Teachers on the Pay for Performance schedule (based on job evaluation):
 - 4.56% increase for teachers rated Highly Effective
 - 3.42% increase for teachers rated Effective
- New teacher's starting salary increases to \$50,266.

These increases are in addition to the referendum supplements that are being disbursed through the 2026/27 school year.

“Our District is currently engaged in difficult funding conversations, but these base salary increases reflect the School Board’s and my commitment to increasing the salary of all our educators,” said BCPS Superintendent Dr. Peter B. Licata. “We’re not yet where we want to be in compensating our employees, but I am thankful to the bargaining teams for arriving at this agreement, which will put more money in the pockets of our teachers.”

“This is the beginning to moving all teachers’ salaries to \$100,000, as Allen Zeman has said time and again,” said BTU President Anna Fusco. “We felt a 7% raise would have moved us closer, but the District is certain they could only offer the 3.9% pot of money, which is equivalent to about \$37 million. We expect that next year’s negotiations will move us to Dr. Zeman’s goal.”

During negotiations, the bargaining groups also signed a Memorandum of Understanding (MOU) regarding early release days and teacher planning days for the 2024/25 school year. The MOU includes 10 planning days (five of which take place at the beginning of the school year) and one early release day on February 14, 2025.

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ABOUT BROWARD COUNTY PUBLIC SCHOOLS

“Educating all students to reach their highest potential.”

Broward County Public Schools (BCPS) is the sixth-largest school district in the nation and the second largest in the state of Florida. BCPS is Florida’s first fully accredited school system since 1962, serving more than 251,000 students and approximately 110,000 adult learners in 239 schools, centers and technical colleges, and 87 charter schools. BCPS supports a diverse student population representing 177 different countries and speaking 153 languages. To connect with BCPS, visit browardschools.com, follow us on Twitter [@browardschools](https://twitter.com/browardschools), on Facebook at facebook.com/browardschools, on Instagram [@browardschoolsofficial](https://instagram.com/browardschoolsofficial), on YouTube at youtube.com/browardschoolsvideos and download the free BCPS mobile app at browardschools.com/MobileApp.

ABOUT BROWARD TEACHERS UNION

The Broward Teachers Union is a labor union, which represents Broward County Public Schools teachers, paraprofessionals, technical service professionals and Pembroke Pines Charter School employees. BTU is an affiliate of the Florida Education Association, National Education Association, American Federation of Teachers and AFL-CIO. Connect with BTU at btuonline.com, on Facebook at facebook.com/browardteachersunion, or follow us on Twitter [@browardteachers](https://twitter.com/browardteachers).