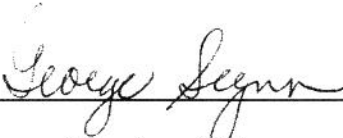


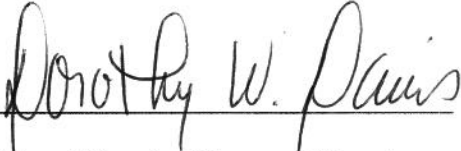
**MEMORANDUM OF UNDERSTANDING
BETWEEN THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
AND THE BROWARD TEACHERS UNION**

The Broward Teachers Union and the School Board of Broward County, Florida agree to the following:

1. The parties authorize a committee composed of an equal number of representatives from each party, to research the feasibility of a Retirement Assistance Program (RAP) and proposing recommendations, if feasible, for contract modifications to implement such a program.
2. The committee shall render to the Superintendent of Schools and the BTU President its research and recommendations regarding the feasibility of a RAP program no later than January 31, 2012.
3. Through the Executive Director of Benefits and EEO, the committee may request the expertise of the district's insurance consultant in researching, evaluating, and making recommendations regarding the plan.
4. To be considered feasible, the plan must offer a benefit, not otherwise available, to employees who may not choose to retire without such benefit. The plan must also provide a substantial cost savings to the district in the subsequent year and over the anticipated life of the plan's benefits.
5. If the Superintendent and President agree on the feasibility of the plan, a proposal may be introduced in negotiations during the 2011-12 school year.



Broward Teachers Union



School Board of Broward County

Date 8/29/11

Date 8/29/11