



BPS Proposal 1

ARTICLE I - RECOGNITION The Board hereby recognizes the Union as the sole and exclusive bargaining representative for the following all Type "E," "J", (full and part-time) and "G" employees of the Board, whether under contract or on leave, and such other employees as may be hereafter prescribed by law: ~~Area Counselors Guidance Counselors Certified Behavior Analysts Lead Teachers Child Find Specialists Learning Director Classroom Teachers Media Specialists Coordinating Teacher Units Occupational Specialists Exceptional Education Teachers Resource Teachers Exceptional Student Education Title I Parent Educator Staffing Specialists Title I Teachers JROTC Teachers Title I Teacher Trainer~~ Includes but is not limited to:

Adult Education Resource Teachers, Area Counselors, Audiologist, Board Certified Behavior Analyst, Child Find Specialists, Classroom Teachers (full- and parttime), Content Specialist, Coordinating Teaching Units, Driver Education Coordinators, English Midde, ESE Specialist, Exceptional Education Teachers, Guidance Counselors (Elementary and Secondary), JROTC Instructors, Lead Teachers (Exceptional Education), Learn Spec Adult Ed, Learning Strategies, Mathematics SR, Media Specialists, Occupational Specialists, Occupational Therapist Assistants, Physical Therapist Assistants, Resource Teachers, School Psychologist, Senior and Lead Teachers, Teacher Planners, Teacher on Assign – SP Pop Trans, Title I Learning Specialists, Title I Program Clinicians, VE – SLD

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**Brevard Public Schools 2025-2026
Proposal 3
May 12, 2025**

ARTICLE VI - GENERAL CONDITIONS OF EMPLOYMENT

Section A - Fair Employment Practices / Discipline

8. A teacher shall be entitled to have present a representative when being reprimanded or disciplined. Reassignments out of the teacher's classroom following an alleged incident upon investigation shall be grounds for the presence of a representative of the teacher's choice. In an emergency, such meeting shall be held within one work week of the reassignment. ~~When a request for such representation has been made, no action shall be taken with respect to the teacher until such representative shall have a reasonable opportunity to be present.~~

**BFT Counter Proposals
May 14, 2025**



Section A - Fair Employment Practices / Discipline

8. A teacher shall be entitled to have present a representative when being reprimanded or disciplined. Reassignments out of the teacher's classroom following an alleged incident upon investigation shall be grounds for the presence of a representative of the teacher's choice. In an emergency, such meeting shall be held within one work week of the reassignment. When a request for such representation has been made, no investigatory action involving the questioning of the teacher or having the teacher make written statements will be taken with respect to the teacher until such representative have a reasonable opportunity to be present.

**BPS Counter Proposals
May 19, 2025**



Section A - Fair Employment Practices / Discipline

8. A ~~teacher~~member of the bargaining unit shall be entitled to have present a representative when being reprimanded or disciplined as required by Section 447.301, Florida Statutes. Reassignments out of the teacher's classroom following an alleged incident upon investigation shall be grounds for the presence of a representative of the teacher's choice. In an emergency, such meeting shall be held within one work week of the reassignment. ~~When~~Where the member-a requests for such representation, such request shall not delay the district investigative process more than twenty-four (24) hours. ~~has been made, no investigatory action involving the questioning of the teacher or having the teacher make written statements will be taken with respect to the teacher until such representative have a reasonable opportunity to be present.~~

BPS Accepts BFT Counter Proposal on 5/14/25 – 7/9/25



Section A - Fair Employment Practices / Discipline

8. A teacher shall be entitled to have present a representative when being reprimanded or disciplined. Reassignments out of the teacher's classroom following an alleged incident upon investigation shall be grounds for the presence of a representative of the teacher's choice. In an emergency, such meeting shall be held within one work week of the reassignment. When a request for such representation has been made, no investigatory action involving the questioning of the teacher or having the teacher make written statements will be taken with respect to the teacher until such representative have a reasonable opportunity to be present.

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**Brevard Public Schools 2025-2026
Proposal 4
May 12, 2025**

ARTICLE VI – GENERAL CONDITIONS OF EMPLOYMENT

Section B - Calendar

1. The regular school year of all Type “E”, “J” (full and part-time) and “G” employees covered by this Agreement shall consist of no more than one hundred eighty (180) student days and ~~one hundred ninety-six (196) teacher~~calendar days based on the days of service calendar inclusive of paid holidays.

**BFT Counter Proposals
May 14, 2025**



Section B - Calendar

1. The regular school year of all Type “E”, “J” (full and part-time) and “G” employees covered by this Agreement shall consist of no more than one hundred eighty (180) student days and ~~one hundred ninety-six (196) teacher~~calendar days based on the days of service calendar inclusive of paid holidays. The maximum number of days of service shall be:

255 - 12 Month Teachers

245 - 12 Month ROTC

218 - 11 Month Teachers and ROTC

196 - 10 Month Teachers

**Brevard Public Schools Proposal 2025-2026
Counter Proposal 4
June 17, 2025**



Section B - Calendar

The regular school year of all Type “E”, “J” (full and part-time) and “G” employees covered by this Agreement shall consist of no more than one hundred eighty (180) student days and ~~one hundred ninety-six (196) teacher~~calendar days based on the days of service calendar inclusive of paid holidays. The maximum number of days of service shall be:

255 - 12 Month Teachers*

245 - 12 Month ROTC

218 - 11 Month Teachers and ROTC

196- 10 Month Teachers

*12 month teacher calendar may fluctuate between 254 abd 256 based on calendar days

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**Brevard Public Schools 2025-2026
Proposal 8
May 12, 2025**

ARTICLE VI – GENERAL CONDITIONS OF EMPLOYMENT

Section B – Calendar

6. The early release program shall be implemented in a manner that ensures compliance with Florida Statutes in regard to instructional time.
- a. ~~Beginning with the 2019-20 school year, e~~Early release shall begin the first Friday of the school year for members of the bargaining unit assigned to schools and continue each Friday thereafter, excluding the three (3) shortened student days at the end of each semester as outlined in paragraph 7 below. Students at each site shall be released a minimum of ~~seventy-five~~sixty (7560) minutes earlier than the typical dismissal time for the site. No more than eight (8) early release Fridays shall be used for site-based professional development at the discretion of the principal with no more than four (4) per semester. The principal shall establish a professional development calendar during pre-planning. ~~Teachers~~ Members assigned to schools may not utilize Compensatory Time on early release days designated during pre-planning as professional development. A first-line supervisor will have the flexibility to approve the release, following student dismissal, of members of the bargaining unit under his/her supervision for those assigned to schools, on early release Fridays where the member has no supervisory responsibilities, and no professional development scheduled. ~~Teachers~~Members assigned to schools who have been pre-approved for a full-day absence on a day which first-line supervisors approve release, will not have their leave adjusted.

**BFT Counter Proposals
May 14, 2025**



6. The early release program shall be implemented in a manner that ensures compliance with Florida Statutes in regard to instructional time.
- a. ~~Beginning with the 2019-20 school year,~~ Early release shall begin the ~~first~~second Friday of the school year and continue each Friday thereafter, excluding the three (3) shortened student days at the end of each semester as outlined in paragraph 7 below. Students at each site shall be released a minimum of ~~seventy-five~~sixty (7560) minutes earlier than the typical dismissal time for the site. No more than eight (8) early release Fridays shall be used for site-based professional development at the discretion of the principal with no more than four (4) per semester. The principal shall establish a professional development calendar during pre-planning. Teachers may not utilize Compensatory Time on early release days designated during pre-planning as professional development. A first-line supervisor will have the flexibility to approve the release, following student dismissal, of members of the bargaining unit under his/her supervision, on early release Fridays where the member has no supervisory responsibilities, and no professional development scheduled (Members of the unit assigned to the district may be released 60 minutes

early). Teachers who have been pre-approved for a full-day absence on a day which first-line supervisors approve release, will not have their leave adjusted.

- b. *Instructional staff are required to complete the regular school day on early release days and may not shorten their day except when the administrator has provided approved leave for a specific purpose.*

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Brevard Public Schools 2025-2026
Proposal 9
May 12, 2025

ARTICLE VI – GENERAL CONDITIONS OF EMPLOYMENT

Section C - School Day / Workweek

2. Planning time

- i. A teacher who is not assigned to the extended day program ~~as provided herein~~ and ~~is scheduled for~~ has more than one (1) ~~daily~~ non-teaching period per day may can be assigned to perform other duties as required during the workday ~~no more than~~ up to two (2) of ~~these such additional daily non-teaching~~ periods per teacher workweek. Teachers who only have ~~do not receive the equivalent of more than one~~ planning period shall not be assigned any additional supervision duties during the student day.

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Brevard Public Schools 2025-2026
Proposal 10
May 12, 2025

ARTICLE VI – GENERAL CONDITIONS OF EMPLOYMENT

Section C - School Day / Workweek

3. Signing out

A teacher may leave the school site during his/her scheduled planning period or lunch after signing out on an [approved district electronic method-Google](#) form designed for such purposes indicating the date, name, personal/work related (if work related – where) and time of departure. The teacher must sign in ~~if returning~~ [if he/she returns](#) to the school site prior to the end of the day. If less than the time allowed for his/her planning period or lunch, this time away from the site shall not be charged against the teachers' sick, personal, or compensatory time. This procedure is not meant to provide approval for the teacher with first period planning to regularly arrive late or last period planning to regularly leave the building early.

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**Brevard Public Schools Proposal 2025-2026
Counter Proposal 12
May 19, 2025**

ARTICLE VI – GENERAL CONDITIONS OF EMPLOYMENT

Section C - School Day / Workweek

5. Compensatory Time Accrual

Adjustments to the workweek shall be allowed only when the length of the work assignment(s) does not cumulatively exceed thirty (30) minutes in a normal workweek. Assignments beyond the thirty (30) minutes in such workweek are subject to the compensatory time provisions of this Agreement. In the event a teacher is assigned to work beyond the normal forty (40) hour workweek, then . The rules for accrual of compensatory time shall be as follows:

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- a. ~~In the event~~ a teacher meets with a parent of an his/her assigned students outside and such meeting causes the teacher to extend his/her regular forty (40) hour workweek, time spent at the parent conference shall be subject to compensatory time provided there is that the principal and teacher have prior mutual agreement between the principal and teacher that such parent conference time will qualify for compensatory time. This applies to Pparent conferences beyond as used herein are those parent conferences in addition to those foundscheduled on the school calendar as adopted by the Board. The principal can establish a building policy to meet the requirement of "prior mutual agreement." may be met by the principal establishing a building policy.
 - b. Time spent at parent-teacher conferences shall be accruable subject to the compensatory time provisions of this Agreement. In the event a principal assigns a teacher to perform duties which require him/her to return to school for evening functions (e.g., open houses, individual parent conferences, other such functions), time spent at such assignments shall be accruable to compensatory time. This does not preclude a teacher from applying for compensatory time accrual for other duties beyond the forty (40) hour workweek. Time spent at these functions is not subject to additional financial compensation.
 - c. In the event a principal assigns a teacher to the class or classes of an absent teacher and/or the teacher loses his/her preparation time as a result of the assignment, members of the bargaining unit will be compensated according to Article VI, Section C, Paragraph 2, Subsection k.
 - d. Compensatory time shall not be automatically be accrued for required supervisory responsibilities at such as, but not limited to assemblies, test proctoring, etc. -Compensatory time for pre- and post- hurricane preparation for teachersmembers in schools that serve as emergency shelters, or other activities that eliminate a teacher's planning time shall be at the discretion of the supervising administrator.
 - e. Requests to accrue compensatory time shall be submitted within seven (7) workdays of the event and the principal shall act on the request within four (4) workdays of submission by returning the signed form. In the event the principal does not act on any request for accrual of compensatory time within the specified time frame the request shall be considered approved.



Brevard Public Schools Proposal 2025-2026
Counter Proposal 12
May 19, 2025

- f. In the event a teacher transfers during the school year from one school to another, any unused compensatory time shall transfer with the teacher subject to the following condition: Written verification of accrued compensatory time shall be provided from the sending principal to the receiving principal at the time of the transfer.
- g. Compensatory time shall only be accrued during the school year in which it is earned.
- h. In the event double data entry is necessary due to the district-wide failure of ~~Enrich~~ ESE reporting system ~~or similar ESE reporting system~~ during grade reporting periods, compensatory time shall be accrued for additional work required by teachers outside of the school day.

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Brevard Public Schools 2025-2026
Proposal 17
May 12, 2025

ARTICLE VI – GENERAL CONDITIONS OF EMPLOYMENT

Section D - Teaching Assignments and Duties

~~19. Every reasonable effort shall be made to provide no less than ten (10) working days' notice to a teacher required to attend a staffing.~~

BFT Counter Proposals
May 14, 2025



19. ~~Every reasonable effort shall be made to provide no less than ten (10) working days' notice to a teacher required to attend a staffing.~~ Teachers must be provided with a minimum of ten (10) working days' notice prior to participating in Individualized Education Plan (IEP) or Exceptional Student Education (ESE) eligibility meetings. Exceptions to this requirement may be made when extenuating circumstances necessitate an expediated meeting of the IEP or ESE eligibility team.

BPS Counter Proposals
May 19, 2025



Section D - Teaching Assignments and Duties

19. Every reasonable effort ~~shall~~ will be made to provide teachers the same notice provided to parents/legal guardians for IEP/ESE meetings. no less than ten Best practice is (10) working calendar days' notice although there are exceptions based on to a teacher required to attend a staffing. ~~Teachers must be provided with a minimum of ten (10) working days' notice prior to participating in Individualized Education Plan (IEP) or Exceptional Student Education (ESE) eligibility meetings. Exceptions to this requirement may be made when extenuating circumstances, such as for those that necessitate an expedited meeting. of the IEP or ESE eligibility team.~~

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**Brevard Public Schools
Proposal 18
May 12, 2025**

ARTICLE VI – GENERAL CONDITIONS OF EMPLOYMENT

Section F - Annual Contract Reappointment

The parties agree that it is in the best interest of the district to reappoint Highly Effective and Effective Annual Contract (AC) teachers as soon as possible. To meet that goal, principals will recommend to the Superintendent for reappointment any Annual Contract (AC) teacher who meets the following criteria:

- a. An overall rating of not less than “Proficient” for the current years’ Summative Part 1: professional Practices” Instructional Personnel Performance Appraisal System (IPPAS) annual evaluation; and
- b. No less than an “Effective” final evaluation rating in the prior year in Brevard County; and
- c. No actions that rose to the level of discipline concerning interactions with children during the school year. If such interactions with children take place subsequent to reappointment and the end of the school year, the reappointment will no longer be in effect.

Such recommendation may occur up to two (2) weeks before the district begins any voluntary or involuntary transfer period. Based on the needs of the District, the Superintendent will recommend for assignment such Highly Effective and Effective Annual Contract (AC) teachers to either their current school, provided that a position exists at his/her school and said employee meets all necessary eligibility requirements related to certification, High Qualified statutes, ESOL status, and program needs, prior the final student day of the school year, or to an Annual Contract Teacher Pool. An employee in this Pool shall be eligible for reappointment should a position in the district become available as long as he/she meets all necessary eligibility requirements related to certification, Highly Qualified status, ESOL status, and program needs. In cases where more than one individual in the Annual Contract Teacher Pool qualifies for a vacant position, the principal shall interview from the eligible candidates. All teachers placed in the Pool will be assigned to positions in their certification areas before an external candidate with the same certification is hired. An eligible annual contract teacher who refuses a position offered through these procedures shall forfeit his/her placement in the Annual Contract Teacher Pool. The District’s Human Resources Department shall compile and maintain a list of employees in the Pool who meet the aforementioned requirements but for whom no position is available in the district. This language shall not be applicable to program areas identified by the district for workforce reduction for the ensuing school year. Procedures for placement in the Annual Contract Teacher Pool shall be made known, in writing, to any teacher being placed in the Pool prior to the last day of the school year. The entire process defined by this language ends at the close of the six-day count process. At that time, the Annual Contract Teacher Pool is dissolved.

Notwithstanding any provisions in this Article, Annual Contract employees, irrespective of evaluation process or rating, shall remain subject to non-reappointment by the Superintendent.

BFT Counter Proposals
May 14, 2025



The parties agree that it is in the best interest of the district to reappoint Highly Effective and Effective Annual Contract (AC) teachers as soon as possible. To meet that goal, principals will recommend to the Superintendent for reappointment any Annual Contract (AC) teacher who meets the following criteria:

- a. An overall rating of not less than "Proficient" for the current years' Summative Part 1: professional Practices" Instructional Personnel Performance Appraisal System (IPPAS) annual evaluation; and
- b. No less than an "Effective" final evaluation rating in the prior year in Brevard County; and
- c. No actions that rose to the level of discipline concerning interactions with children during the school year. If such interactions with children take place subsequent to reappointment and the end of the school year, the reappointment will may no longer be in effect

It is at principal's discretion to recommend teachers for reappointment if they do not satisfy the criteria above. Such recommendation may occur up to two (2) weeks before the district begins any voluntary or involuntary transfer period. Based on the needs of the District, the Superintendent will recommend for assignment such Highly Effective and Effective Annual Contract (AC) teachers to either their current school, provided that a position exists at his/her school and said employee meets all necessary eligibility requirements related to certification, High Qualified statutes, ESOL status, and program needs, prior the final student day of the school year, or to an Annual Contract Teacher Pool. An employee in this Pool shall be eligible for reappointment should a position in the district become available as long as he/she meets all necessary eligibility requirements related to certification, Highly Qualified status, ESOL status, and program needs. In cases where more than one individual in the Annual Contract Teacher Pool qualifies for a vacant position, the principal shall interview from the eligible candidates. All teachers placed in the Pool will be assigned to positions in their certification areas before an external candidate with the same certification is hired. An eligible annual contract teacher who refuses a position offered through these procedures shall forfeit his/her placement in the Annual Contract Teacher Pool. The District's Human Resources Department shall compile and maintain a list of employees in the Pool who meet the aforementioned requirements but for whom no position is available in the district. This language shall not be applicable to program areas identified by the district for workforce reduction for the ensuing school year. Procedures for placement in the Annual Contract Teacher Pool shall be made known, in writing, to any teacher being placed in the Pool prior to the last day of the school year. The entire process defined by this language ends at the close of the six-day count process. At that time, the Annual Contract Teacher Pool is dissolved.

Notwithstanding any provisions in this Article, Annual Contract employees, irrespective of evaluation process or rating, shall remain subject to non-reappointment by the Superintendent.

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ARTICLE VI – GENERAL CONDITIONS OF EMPLOYMENT

Section G - Assignments and Transfers

1. Transfer from School to School

a. All members of the bargaining unit who have completed one (1) year of service ~~may~~ shall be granted only one voluntarily transfer ~~one~~ per school year unless specifically agreed to by the Director of Professional Standards & Labor Relations. ~~if offered a position at a different worksite.~~ Teachers may request a transfer in the following manner:

i. Voluntary transfer requests for a subsequent school year may be made between the date that staff allocations are received by the schools and two weeks prior to the first day of preplanning. Such transfers shall require the approval of the receiving principal, but not the sending principal.

ii. Bargaining unit members who accept a voluntary transfer for the subsequent school year, shall not be eligible for another voluntary transfer until the end of that following school year.

~~f.~~ e. No earlier than March, but no later than May of each year, schools will compile a list of anticipated vacancies for the next school year. The list will be assembled at the district and then placed on the district's electronic job vacancy system or other internal electronic means. This will allow a consecutive two (2) week opportunity to interview for possible transfers, known as the spring transfer period. No position shall be permanently filled until at least fifty (50) percent of teachers who have properly submitted applications and who meet the qualifications as reflected on the posted notice and have a highly effective or effective annual evaluation have been interviewed.

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Brevard Public Schools 2025-2026
Proposal 21
May 14, 2025

ARTICLE VI – GENERAL CONDITIONS OF EMPLOYMENT

Section N – Miscellaneous

~~11. Effective with the 2014-2015 school year all teachers will be assessed an \$8.00 annual fee which will be deducted from the first payroll check in October. This fee is to maintain the Level II background screening requirements under the Jessica Lunsford Act.~~

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BFT Counter Proposal to BPS Proposal 23

ARTICLE VII – TEACHER PROTECTION

- O. The Board agrees that whenever a parent complaint comes is brought to the attention of comes to administration, the parent shall should first be referred to the teacher member of the bargaining unit to address the matter directly, unless the administration the police or the Department of Children and Families determines that the nature of the complaint raises concerns for student safety and the overall integrity of the school environment. In such cases the administration may proceed without referring the parent to the member and may withhold notification to the member if deemed necessary to protect student safety. The administration should shall notify the teacher member of the parent contact.

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**Brevard Public Schools 2025-2026
Proposal 24
May 14, 2025**

ARTICLE VIII - JROTC (TYPE "G" EMPLOYEES)

- C. Salary – The Board shall pay Type "G" employees the difference between their active duty pay (including allowances which are an appropriate part thereof as designated by the branch of the employee's military service) and their retirement pay from the military, provided the Board is reimbursed one-half (1/2) the cost of the same from the military.
1. Type "G" employees shall receive rank differentials as provided in Article XVII, ~~effective 1986-87 school year~~. In the event a JROTC teacher's active duty pay would be less than the amount he/she would receive as a Type E employee, the JROTC teacher shall receive the higher amount.
 2. Minimum Instructor Pay (MIPS) for all branches of service is calculated from information provided from instructor's branch of service. Adjustments will be made to base salary each year after ~~Provided that all information has been supplied by~~ the Defense Finance and Accounting Services (DFAS) has supplied the District with pay increase information. ~~adjustments will be made to base salary in April of each year.~~
 - a. Overpayments and/or underpayments made due to miscalculations or errors in information provided by Defense Finance and Accounting Services will require adjustments to affected instructor's base salary. District will be held harmless for errors made by Defense Finance and Accounting Services.

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ARTICLE XIV - LEAVES

Section C - Military Leave of Absence

1. Military leave ~~shall~~ may be granted for up to a maximum of seventeen (17) days within any fiscal year without loss of time, pay, or efficiency rating to ~~teachers~~ members ~~on continuing contract or professional services contract~~ who are required ~~volunteer~~ to serve in the ~~a~~ Armed ~~Forces of the United States~~ or ~~this state~~ the State of Florida in fulfillment of training obligations incurred under selective service laws or because of membership in reserves of the armed forces or National Guard. Service members in the National Guard or a reserve component of the Armed Forces of the United States who are called for active duty for other than training purposes, shall be granted, a paid leave of absence for the first thirty (30) days of such leave without loss of time, pay, or efficiency rating. In the case of national emergency, members who are required to serve in the Armed Forces of the United States or of this State shall be granted military leave and shall be paid the difference in pay, if the military pay is less than the employee's normal rate of pay, for a period not to exceed one (1) calendar year. ~~Teachers~~ Members granted such leave for military service shall, upon completion of the tour of duty, be returned to employment without prejudice, provided application for reemployment is filed within six (6) months following the date of discharge or release from active duty; and provided further that the Board shall have a reasonable time, not to exceed six (6) months, to reassign the employee to duty in the school system. Military leave shall not be counted as years of service toward the continuing contract or professional services contract.
2. Military leave for voluntary reserve and National Guard duty shall not be granted except under the following conditions:
 - c. If the ~~teacher~~ member must attend summer school to correct certification deficiencies.
 - d. If the military certifies that special training is needed to maintain status and is not available during summer vacations.
3. Military leave with pay will be granted in accordance with applicable state and federal laws without loss of time, pay or efficiency rating.
4. A leave request and copy of the military orders shall be received by the Board sixty (60) days in advance of the beginning date of the leave, whenever possible. In cases of emergency deployment, the sixty (60) day advance notice will be waived.

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BPS Proposal 29

Section F - Insurance Committee

~~No less than three (3) members of the Superintendent's Insurance Advisory Committee shall be named by the Union's President or designee. If the proportion of teachers to non-teachers on such committee shall be 51 altered, the Union President or designee shall have the right to name additional teacher(s) so the composition of such committee shall remain the same as the ratio with prevailed during the 1981-1982 school year.~~ The Superintendent, district advisors and the Union President or designee will meet to discuss major changes to employee benefits as an opportunity for input from members of the bargaining unit.

BFT Counter

Section F - Insurance Committee

~~No less than three (3) members of the Superintendent's Insurance Advisory Committee shall be named by the Union's President or designee. If the proportion of teachers to non-teachers on such committee shall be 51 altered, the Union President or designee shall have the right to name additional teacher(s) so the composition of such committee shall remain the same as the ratio with prevailed during the 1981-1982 school year.~~ The Superintendent, district advisors and the Union President or designee will meet at least quarterly to discuss major changes to employee benefits as an opportunity for input from members of the bargaining unit. When requested, the union will have the right to access any information surrounding plan usage, financial reports, and programs.

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Counter to BPS Proposal 30

ARTICLE XXIV - DURATION OF AGREEMENT

- A. Except as otherwise provided in specific Articles, this Agreement shall be effective immediately upon ratification by the parties.
- B. This Agreement shall be effective until midnight the day immediately preceding the first day of the beginning of the ~~2024-25 teacher work year. Salary and Benefits will be negotiated for the 2025-26 contract.~~ 2028-2029 teacher work year. The only subject(s) of negotiations for 2026-2027, 2027-2028 and 2028-2029 shall be benefits and compensation (including salary if triggered) and up to two (2) other Articles only by mutual consent.
- C. Negotiations for a subsequent Agreement shall commence no later than May 15th except as otherwise mutually agreed to by the parties. If any additional funds should become available for salary adjustments due to any legislative action, the parties shall immediately return to the table to negotiate all monetary issues.

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BFT Counter Proposal to BPS Proposal 31

ARTICLE XVII – SALARY

The District shall provide a 2% base salary increase for the 25-26; 26-27 and 27-28 school years. If the state-funded allocation increase per bargaining unit member falls below 1% of the average BPS teacher salary in school year 26-27 or 27-28, the parties agree to reopen salary negotiations for that year. Similarly, if the state-funded salary allocation increase per bargaining unit member exceeds 2% of the average BPS teacher salary, the parties agree to reopen salary negotiations for that year. If state-funded allocation increase (TSIA) is no longer a budget allocation, parties agree to reopen negotiations.

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Proposal 1

ARTICLE VI - GENERAL CONDITIONS OF EMPLOYMENT

Section D - Teaching Assignments and Duties

22. Those members of the bargaining unit who do not have their own rooms shall be provided a space where they can privately provide services to students and have confidential conversations with them.

BFT Rationale-Members of the bargaining unit are forced to provide services for students in areas that are not private. For instance, a psychologist is completing testing in a pod where staff members are walking through.

BPS Counter Proposal – 5/14/25



ARTICLE VI - GENERAL CONDITIONS OF EMPLOYMENT

Section D - Teaching Assignments and Duties

22. Those members of the bargaining unit who do not have their own rooms shall be provided a space when available where they can privately provide services to students and have confidential conversations with them.

BFT Counter Proposal 5/14/25



Section D - Teaching Assignments and Duties

22. Those members of the bargaining unit who do not have their own rooms shall be provided a space where they can privately provide services to students and have confidential conversations with them. If a confidential space is not available, the union will notify the district to ensure that the situation is remediated with due diligence.

BPS Counter Proposal – 7/9/25



ARTICLE VI - GENERAL CONDITIONS OF EMPLOYMENT

Section D - Teaching Assignments and Duties

22. ~~Those m~~Members of the bargaining unit who do not have their own dedicated rooms shall be provided, when available, a space that allows where they can the private delivery of provide services to engage in confidential conversations with students. ~~and have confidential conversations with them. If a confidential space is not available, the union will notify the district to ensure that the situation is remediated with due diligence. The site principal will actively work to identify and provide such space when possible.~~

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Proposal 2

ARTICLE XVIII - DIFFERENTIATED PAY PLAN

1. Extra Duty – Transportation ~~\$8.00 per ride~~ hourly rate

*To be paid to persons on the Instructional Salary Schedule only.

6. Homebound Instruction (including travel) ~~\$25.00 per hour~~ time and half

BFT Rationale-While we understand that BPS is hiring bus monitors, there still may be situations where members of the unit would be asked to ride the bus. Bus rides for ESE students can take hours. \$ 8 an hour is unacceptable.

BPS has great difficulties hiring teachers for Homebound Instruction. One of the barriers for teachers has been the lack of paid planning. Time and half would mean they would move to their hourly rate plus receive a half hour of paid planning for every hour of teaching.

BPS Revised Counter Proposals
August 14, 2025



Proposal 2

ARTICLE XVIII - DIFFERENTIATED PAY PLAN

1. Extra Duty – Transportation ~~\$8.00 per ride~~ \$15.00 per hour

*To be paid to persons on the Instructional Salary Schedule only.

6. Homebound Instruction (including travel) ~~\$25.00 per hour~~ time and half Hourly rate

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Proposal 4

ARTICLE V - UNION RIGHTS

Section K - Teacher Directory

Upon the written request of the Union President or designee, the Board shall provide ~~four~~ (4) ~~twelve (12)~~ times each year, without cost a listing of teachers by school which shall include their full names, full home mailing addresses, and their major grade or subject assignment.

BFT Rationale-State laws and the Public Employees Relations Commission now require stringent reporting requirements for unions. We need easy access to this information without the hurdles of a formal public records request.

BPS Counter Proposal – 5/14/25

ARTICLE V - UNION RIGHTS

Section K - Teacher Directory

Upon the written request of the Union President or designee, the Board shall provide ~~four~~ (4) ~~twelve (12)~~ **ten (10)** times each year, without cost a listing of teachers by school which shall include their full names, full home mailing addresses, and their major grade or subject assignment.

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Proposal 5

ARTICLE XVII – SALARY

L. Effective the beginning of the 1987-88 school year, the Board shall provide a teacher with the option of an annual payment for sick leave days accumulated during the school year provided such payment is subject to the teacher's exemplary attendance for the school year as reflected in the district payroll records. A teacher who is absent for more than ~~four~~ (4) **five (5)** workdays during the school year shall not be eligible for annual payment as provided herein. Provided that absences on approved professional leave and/or line-of-duty leave, two (2) days of personal leave charged to sick leave used for the purpose of religious observance, personal leave used for NBPTS, paid military leave, and jury-duty leave shall not adversely affect such record of exemplary attendance. Any other absences from duty, including illness or injury in-line-of-duty shall act as a bar to the benefit provided in this paragraph. Payment for such exemplary attendance shall be calculated at eighty percent (80%) of the affected teacher's daily rate times ten (10) days. Days for which such payment is received shall be deducted from the accumulated sick leave balance. Payment as provided herein shall be made as soon as payroll procedures may reasonably permit, but no later than July 1, of the year in which the application is made.

BFT Rationale- Employees subject to BFT contract agreement language are allowed four (4) days absence. All other employees are allowed five (5) days absence. It behooves BPS to have employees sell back sick time earlier in their careers for 80% rather than 100% upon retirement.

BPS Counter Proposal – 5/14/25

ARTICLE XVII – SALARY

L. ~~Effective the beginning of the 1987-88 school year;~~ **t**he Board shall provide a teacher with the option of an annual payment for sick leave days accumulated during the school year provided such payment is subject to the teacher's exemplary attendance for the school year as reflected in the district payroll records. A teacher who is absent for more than five (5) workdays during the school year shall not be eligible for annual payment as provided herein. Provided that absences on approved professional leave and/or line-of-duty leave, two (2) days of personal leave charged to sick leave used for the purpose of religious observance, personal leave used for NBPTS, paid military leave, and jury-duty leave shall not adversely affect such record of exemplary attendance. Any other absences from duty, including illness or injury in-line-of-duty shall act as a bar to the benefit provided



in this paragraph. Payment for such exemplary attendance shall be calculated at eighty percent (80%) of the affected teacher's daily rate times ten (10) days. Days for which such payment is received shall be deducted from the accumulated sick leave balance. Payment as provided herein shall be made as soon as payroll procedures may reasonably permit, but no later than July 1, of the year in which the application is made.

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ARTICLE X - SAFETY AND HEALTH

- E. School administration will solicit ~~volunteers to assist~~assistance with operating or supporting the weapons detection system as needed. If school administration must assign instructional staff members due to lack of volunteers to fulfill the needs of the system, assignments will be equally distributed amongst teachers. The primary purpose of ~~teachers~~instructional staff who are assisting with the weapon detection system during the start of the school day shall be to direct and facilitate student traffic as well as provide supervision of students; school administrators shall be the ones monitoring the alarm and determining when the sensor detects metal. An administrator must supervise the entrance procedure every day. If there are separate locations for metal detectors, a school administrator must be present at each one. The searching of students will remain the sole responsibility of school administration. Members of the bargaining unit ~~Teachers and other staff members~~ will only be involved in operating or supporting the weapons detection system as needed and will not search students or their belongings. Those covered under the collective bargaining unit will not be pulled during their planning period to assist with the weapons detection system during the school day. Those covered under the collective bargaining unit that ~~volunteer to~~ assist with the weapons detection system at the beginning of each school day and during ~~participation in supervisory duties of~~ events unrelated to necessary operations of the school outside the normal teacher workweek and which generate funds will be compensated according to Article XVIII, Section E and I Schedule of Differentiated Pay of the collective bargaining agreement. The primary purpose of those who ~~volunteer shall assist~~ will be to direct and facilitate traffic. School administrators shall be the ones monitoring the alarm and determining when the sensor detects metal. Those who ~~volunteer assist~~ will not search students, parents, and/or community members or their belongings.

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ARTICLE XVII – SALARY

Brevard Public Schools Instructional Placement Schedule 2024 – 2025

~~During the 2010-2011 Legislative session, the Student Success Act (SB 736) was passed and one of the provisions of this bill addressed advanced degrees. The language states: "A District school board may not use advanced degrees in setting a salary schedule for instructional personnel or school administrators hired after July 1, 2011, unless the advanced degree is held in an individual's area of certification and is only a salary supplement".~~

- D. Bargaining unit members hired before July 1, 2011, or members hired on or after July 1, 2011, who had an advanced degree used to determine their salary will be grandfathered and continue receiving a supplement for their highest earned degree.

Effective August 1, 2025, all bargaining unit members with an advanced degree will be eligible for an advanced degree supplement, regardless of certification area. To qualify, official transcripts confirming the conferred degree must be on file with Human Resources. Advanced degrees will no longer be used to set base salary. Instead, compensation for eligible advanced degrees will be provided exclusively through a supplement.

~~During the 2010-2011 Legislative session, the Student Success Act (SB 736) was passed and one of the provisions of this bill addressed advanced degrees. The language states: "A District school board may not use advanced degrees in setting a salary schedule for instructional personnel or school administrators hired after July 1, 2011, unless the advanced degree is held in an individual's area of certification and is only a salary supplement".~~

~~For those teachers hired on or after July 1, 2011, an advanced degree shall be deemed held in the individual's area of certification in accordance with section 1012.22(1)(c)3, Fla Stat. Florida Statutes (20128), if the official transcript issued by the accredited post-secondary educational institution or an authorized clarifying letter from the educational institution, submitted directly from the university on letterhead in a sealed envelope, clearly and specifically provides a major, concentration, or specialization in the individual's certification subject (e.g. mathematics, English, Elementary Education). The Bureau of Education Certification Degree Major List of the Florida Department of Education shall be used by the district as a tool in determining whether the advanced degree major is acceptable for the supplement. Once documentation is provided and verified, the teacher will begin receiving the supplement pay from the date of verification forward. Teachers hired on or after July 1, 2011, may submit advanced supplement documentation as described above; however, payment will not begin until the verification process has been completed. No retroactive payments will be made.~~

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Proposal 14

Brevard School Psychologists

As per the 4/18/25 Memorandum of Understanding between the District and the BFT, School Psychologists will move to the BFT salary and millage rates schedules beginning in the 2025/26 school year and will be compensated accordingly as members of the BFT bargaining unit under the Collective Bargaining Agreement (CBA). Therefore:

1. The School Psychologists will forfeit their non-bargaining employee advanced degree supplements and will receive the appropriate advanced degree supplements as per Article XVII(D) of the CBA.
2. The School Psychologists will be included in Article XVIII(I) with similar employees under codes H8631 and AHS either under those codes or a new code with an identical supplement amount.

In no case, shall the compensation for any School Psychologist be decreased for the 2025/26 school year as a result of this transition to the instructional bargaining unit.

BPS Counter Proposals September 2, 2025



Brevard School Psychologists

As per the 4/18/25 Memorandum of Understanding between the District and the BFT, School Psychologists will move to the BFT salary and millage rates schedules beginning in the 2025/26 school year and will be compensated accordingly as members of the BFT bargaining unit under the Collective Bargaining Agreement (CBA). Therefore:

1. ~~The~~ School Psychologists will ~~no forfeit~~ longer receive their non-bargaining ~~employee~~ advanced degree supplements. Instead, they and will receive the appropriate advanced degree supplements in accordance with as per Article XVII(D) of the CBA.
2. The School Psychologists will be included in Article XVIII(I) with similar employees under codes H8631 and AHS either under those codes or a new code with an identical supplement amount.

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3. Effective with the 2025–2026 fiscal year, School Psychologists shall no longer be eligible to receive unique supplement compensation previously provided under non-bargaining unit status.

~~In no case, shall the compensation for any School Psychologist be decreased for the 2025/26 school year as a result of this transition to the instructional bargaining unit.~~

BPS Counter Proposal – 9/2/25



BPS Health Plan "Gold Plan" Schedule of Benefits for Calendar Year 2025 2026			
Benefit Feature	In-Network Employee Pays		Out-of-Network Employee Pays
Lifetime / Annual Maximum	None		
Calendar Year Deductible (CYD) / Applies to coinsurance not to copays: - Completed Annual Physical & Health Assessment (HA) - Did Not Complete an Annual Physical and HA	\$2,000 \$1,750 individual - \$4,000 \$3,500 2 or more \$3,000 individual - \$6,000 2 or more		\$6,000 individual - \$12,000 2 or more
Out-of-Pocket (OOP) Maximum Per Calendar Year *** (Medical) Both partners work for School Board = Married Combined Household	\$6,000 \$5,500 individual - \$12,000 \$11,000 2 or more		\$14,000 individual - \$28,000 2 or more
	Copay	Coinsurance	Coinsurance
In-Patient Hospital; average semi-private rate		CYD then 20% coinsurance	CYD then 50% coinsurance
In-Patient Mental Health & Substance Abuse		CYD then 20% coinsurance	CYD then 50% coinsurance
Outpatient Surgery	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
Emergency Room	CYD then 20% coinsurance		
Office Visit – PCP or Mental Health	Copays: Tier I \$50; \$40 \$45 Non-Tier I \$65 \$55 \$65	\$0	CYD then 50% coinsurance
Office Visit – Specialist	Copays: Tier I \$80; \$65 \$70 Non-Tier I \$105 \$90 \$105	\$0	CYD then 50% coinsurance
Acupuncture -limited to twelve (12) visits a calendar year -PCP office	\$30 copay	\$0	CYD then 50% coinsurance
Acupuncture -limited to twelve (12) visits a calendar year -Specialist	\$50 copay	\$0	CYD then 50% coinsurance
BPS Well-Care Centers	\$0 copay		
BPS Preferred Health Centers	\$30 copay		
Urgent Care Center/Convenience Care	\$75 copay		
Preventive Care Benefits* such as:	Subject to Health Care Reform (PPACA) Preventive Care Benefits are 100% covered within Clinical Guidelines based on age and gender		
Well-Baby Exam, Well-Child Exam, Annual Well-Adult Exam			CYD then 50% coinsurance
Colonoscopy, Mammography, PAP, & PSA Screenings			CYD then 50% coinsurance
Ambulance Services	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
Major Diagnostic Services (e.g., x-rays, MRI, PET etc.)	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
Maternity Care	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
Outpatient Hospital Facility including but not limited to ambulatory surgery, diagnostic, rehabilitation	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
Contracted Laboratory Services - Physician Office or Preferred Lab (Quest or LabCorp)	\$0	\$0	CYD then 50% coinsurance
Chiropractic Coverage - limited to twenty (20) visits per calendar yr	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
Short-term rehabilitative Services (**PT, ST, OT, pulmonary) Limited to a combined sixty (60) visits/ calendar year	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
Chemotherapy, Radiation Therapy at outpatient facility	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
Skilled Nursing Facility (includes rehab hospital & sub-acute facilities - limited to 120 days per calendar year)	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
Home Health Care – Multiple visits can occur in one day' with a visit defined as a period of 2 hours or less to a max of 8 visits/day	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
Durable Medical Equipment (includes Diabetes Supplies)	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance

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Hospice	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
Cardiac Rehabilitative Services - Limited to 36 visits per calendar year	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
Transplant Services -Max benefit for trans, lodging & meals \$10,000, subject to guidelines in Section IV of the plan document. (SPD)	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
External Prosthetic Devices	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
penalty for failure to pre-certify listed procedures	\$0	\$0	15% reduction in allowance of benefits

* For more information regarding the preventive care recommendations that are covered, please see the federal government website: <http://www.healthcare.gov/center/regulations/prevention/recommendations.html>

** PT – Physical Therapy, ST – Speech Therapy, OT – Occupational Therapy

*** Calendar Year Deductible, copay, and coinsurance all apply to the Out-of-Pocket Maximum per year.

Note: This schedule is subject to change. This benefit summary is for informational purposes and is not to be construed as a contract or complete analysis of the coverage. The provisions of the actual policy as described in the Summary Plan Description (SPD) will prevail. The SPD can be found at www.brevardschools.org.

BPS Health Plan "Silver Plan" Schedule of Benefits for Calendar Year 2025-2026

Benefit Feature	Schedule 1		Schedule 2
Lifetime / Annual Maximum	None		
Calendar Year Deductible (CYD) / Applies to coinsurance not to copays: - Completed annual physical & Health Assessment (HA) - Did Not Complete annual physical and HA	-\$1,000 -\$875 individual - \$2,000 \$1,750 2 or more \$2,000 individual - \$4,000 2 or more		\$6,000 individual \$12,000 2 or more
Out-of-Pocket (OOP) Maximum Per Calendar Year *** (Medical) Both partners work for School Board = Married Combined Household	\$4,750 \$4,500 \$4,750 individual - \$9,500 \$9,500 2 or more		\$9,400 individual - \$18,800 2 or more
	Copay	Coinsurance	Coinsurance
In-Patient Hospital; average semi-private rate	\$600 copay \$0 \$600 copay	CYD then 20% coinsurance	CYD then 50% coinsurance
In-Patient Mental Health & Substance Abuse	\$600 copay \$0 \$600 copay	CYD then 20% coinsurance	CYD then 50% coinsurance
Outpatient Surgery	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
Emergency Room	\$300 copay \$0 , CYD then 20% coinsurance		
Office Visit – PCP or Mental Health	\$30 copay	\$0	CYD then 50% coinsurance
Office Visit – Specialist	\$50 copay	\$0	CYD then 50% coinsurance
Acupuncture -limited to twelve (12) visits a calendar year -PCP office	\$30 copay	\$0	CYD then 50% coinsurance
Acupuncture -limited to twelve (12) visits a calendar year -Specialist	\$50 copay	\$0	CYD then 50% coinsurance
BPS Well-Care Centers	\$0 copay		
BPS Preferred Health Centers	\$30 copay		
Urgent Care Center/Convenience Care	\$50 copay		
Preventive Care Benefits* such as:	Subject to Health Care Reform (PPACA) Preventive Care Benefits are 100% covered within Clinical Guidelines based on age and gender		
Well-Baby Exam, Well-Child Exam, Annual Well-Adult Exam			CYD then 50% coinsurance
Colonoscopy, Mammography, PAP, & PSA Screenings			CYD then 50% coinsurance
Ambulance Services	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
Major Diagnostic Services (e.g., x-rays, MRI, PET etc.)	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
Maternity Care	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
Outpatient Hospital Facility including but not limited to ambulatory surgery, diagnostic, rehabilitation	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
Contracted Laboratory Services - Physician Office or Preferred Lab (Quest or LabCorp)	\$0	\$0	CYD then 50% coinsurance
Chiropractic Coverage - limited to twenty (20) visits per calendar yr	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
Short-term rehabilitative Services (**PT, ST, OT, pulmonary) Limited to a combined sixty (60) visits/ calendar year	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
Chemotherapy, Radiation Therapy at outpatient facility	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
Skilled Nursing Facility (includes rehab hospital & sub-acute facilities - limited to 120 days per calendar year)	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
Home Health Care – Multiple visits can occur in one day' with a visit defined as a period of 2 hours or less to a max of 8 visits/day	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
Durable Medical Equipment (includes Diabetes Supplies)	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
Hospice	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
Cardiac Rehabilitative Services - Limited to 36 visits per calendar year	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
Transplant Services -Max benefit for trans, lodging & meals \$10,000, subject to guidelines in Section IV of the plan document. (SPD)	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
External Prosthetic Devices	\$0	CYD then 20% coinsurance	CYD then 50% coinsurance
Penalty for failure to pre-certify listed procedures	\$0	\$0	15% reduction in allowance of benefits

* For more information regarding the preventive care recommendations that are covered, please see the federal government website: <http://www.healthcare.gov/center/regulations/prevention/recommendations.html>

** PT – Physical Therapy, ST – Speech Therapy, OT – Occupational Therapy

*** Calendar Year Deductible, copay, and coinsurance all apply to the Out-of-Pocket Maximum per year.

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Note: This schedule is subject to change. This benefit summary is for informational purposes and is not to be construed as a contract or complete analysis of the coverage. The provisions of the actual policy as described in the Summary Plan Description (SPD) will prevail. The SPD can be found at www.brevardschools.org.

Proposal 16

New Article X Physical/Occupational Therapist Assistants

A. Physical and Occupational Therapist Assistants shall be placed as follows:

Tier / Grade	1	2	3	4	5	6	7	8	9
Hourly Rate	\$21.50	\$21.82	\$22.15	\$22.48	\$22.82	\$23.16	\$23.51	\$23.86	\$24.22
	10	11	12	13	14	15	16	17	18+
	\$24.58	\$24.95	\$25.32	\$25.70	\$26.09	\$26.48	\$26.88	\$27.28	\$27.69

1. This salary schedule shall be used for the initial placement of new employees. All current Physical/Occupational Therapist Assistants shall receive the same percentage raise as received by teachers each year.

B. Physical and occupational therapist assistants shall be evaluated in accordance with the Board's established procedures for the evaluation of hourly employees.

C. Physical and occupational therapist assistants who work an 8-hour day shall be scheduled for two (2) ten minute paid breaks and (1) thirty minute paid lunch.

D. A physical and occupational therapist assistants who has completed ninety (90) calendar days of continuous service shall not thereafter be discharged except for just cause.

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Proposal 17

ARTICLE VI - GENERAL CONDITIONS OF EMPLOYMENT

Section C - School Day / Workweek

k. Members of the bargaining unit will be compensated \$45 for each class covered during their planning time (\$90 if a school is on block schedule). Teachers who provide coverage because an absent teacher's class is split or reassigned, shall have \$135 divided equally amongst them for 4 hours or less or \$270 divided equally amongst them for more than 4 hours. This provision applies to any school-based teacher.

The responsibility for supervising students shall be rotated as equitably as possible among teachers if it is not reasonably possible to obtain a substitute teacher or some other voluntary solution cannot be found. At the start of each quarter, principals shall provide their school's Director the school's teacher sub rotation. BFT shall have access to these documents as needed.

If an Exceptional Student Education (ESE) teacher or service provider is required to cover a vacancy for a period exceeding two (2) consecutive weeks—either by combining classes or through an increased caseload—a joint meeting shall be convened upon request of the employee or the Union. The meeting shall include representatives from Human Resources, Student Services, and the Union for the purpose of addressing issues related to the increased workload and exploring potential remedies, including but not limited to additional compensation and/or compensatory time.

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**THE SCHOOL DISTRICT OF BREVARD COUNTY, FL AND
THE BREVARD FEDERATION OF TEACHERS
MEMORANDUM OF UNDERSTANDING**

MILLAGE

Whereas Brevard Public Schools is seeking a method to address employee salaries and to maintain a self-funded benefits program (among other things); and

Whereas, as a method for Brevard Public Schools to earn additional revenue for employee compensation and benefits is through a county-supported ballot initiative for a millage; and

Whereas a millage will be placed on the ballot in November 2026; and

Whereas, this millage, upon being voted in successfully, will provide additional revenue to use toward employee salaries and benefits.

Therefore, the following tenets for additional salary and benefits for Brevard Public Schools teachers will include the following:

- FRS Eligibility
- Eighty (80) percent of the millage revenue is allotted to compensation and benefits. Of that, eighty-three (83) percent is for compensation and benefits for budgeted salaries in all funds. Of the 83%, the allotment for Brevard Federation of Teachers compensation and benefits is 69% based on current calculation.
- Eighty (80) percent of the millage revenue is allotted to compensation and benefits. Of that, 10.5% is allotted to supplements.
- The millage shares will be paid on a schedule of 20 pays. If the district payroll operational system does not accept the programming configurations for 20 pays, the parties agree to return to the table to discuss and agree to the number of pays.
- If payment does not begin on August 31, 2027, it will be paid retroactively.
- The employee total count will be determined on the last day of the previous school year.
- The percentage of a share provided to teachers is identified in Appendix A.
- See Appendix B for an approximate amount of the supplement according to the 2025-2026 Tax Roll. Both parties understand the tax roll will change from year to year.
- If the amount of the funds dispersed to the BFT unit is less than the agreed upon percentage for Compensation and/or Benefits for BFT, and the underpayment is less than \$200 per person if divided equally, the funds will be used as a contribution to the Brevard Public Schools' Health Insurance Trust Fund (as a one-time infusion to strengthen the "Required Fund Balance") as supported by the Citizens Financial Oversight Committee (CFOC). If the underpayment of the funds allocated to BFT is more than \$200 per person if divided equally, the funds will be added to the next year's

amount to be utilized during recalculation of the share for the subsequent year

- If the amount of funds dispersed to BFT exceeds the amount projected based on the yearly recalculation, both parties agree to return to the bargaining table to discuss remedies.
- Prior to December 21, 2026, all teachers will have an opportunity to review their years of service and provide verification of experience for outside years not submitted. Additional years of experience must be submitted by March 10, 2027, in order to be considered for the purposes of millage payments only. This recalculation is for millage purposes only and shall not be considered for salary placement, leapfrogging, or other adjustments related to the member's salary. Once experience has been verified by Human Resources, millage payments will be adjusted accordingly. Members of the bargaining unit that did not use this process to verify additional years of experience have until October 31 of the following year to do so. Any VOE submitted after October 31 will be held for processing in the next school year, and retroactive pay will not be included.
- For any new teachers hired at the start of the year or during the school year, they will have one year date of hire to turn in their Verification of Experience Forms. Once they are entered into the system, pay including retro will begin (If turned in after the end of the school year, retro will not be paid). If the VOE is not submitted by the last day of the school year, any change in payment will begin the following school year.
- Non-benefits eligible members of the bargaining unit will receive half of the amount for which they are eligible.
- Teachers on short-term contracts will receive a prorated supplement.

Contingencies

This agreement will only be valid provided that:

- The millage, projecting an approximate revenue for Brevard Public Schools over a four (4) year period of time, providing a commitment to employee compensation and benefits, placed on the November 2026 ballot, is successful. (Additional Compensation Program)

SCHOOL DISTRICT OF BREVARD COUNTY, FL BREVARD FEDERATION OF TEACHERS

BY: Rosemary Browning 9/11/25
Rosemary Browning Date
Director, Professional Standards/Labor Relations

BY: Anthony Colucci 9-11-25
Anthony Colucci Date
President, Brevard Federation of Teachers

**THE SCHOOL DISTRICT OF BREVARD COUNTY, FL AND
THE BREVARD FEDERATION OF TEACHERS
MEMORANDUM OF UNDERSTANDING**

WHEREAS, the Brevard Federation of Teachers (BFT) is the certified bargaining agent for the School District of Brevard County, Florida; and,

WHEREAS, the School District of Brevard County, Florida (District) is the employer and party to the Teacher Collective Bargaining Agreement (CBA) with BFT; and,

WHEREAS, Endeavour Elementary and Golfview Elementary are designated Bureau of School Improvement (BSI) schools for 2025–2026 based on their 2024–2025 school grades and will require targeted support to improve performance in state assessments.

THEREFORE, all instructional personnel participating in school improvement efforts under the guidance of the Florida Bureau of School Improvement:

- **Collaborative Planning Sessions:** Scheduled collaborative planning sessions will occur outside of regular contract hours and participating teachers will be compensated at their daily rate for up to twelve (12) hours per semester. Professional Development schedule will be made available to teachers no later than August 22nd.
- **Lesson Planning Requirements:** Teachers must use approved ELA and Math templates and submit lesson plans one week in advance, due each Monday for administrative review and feedback.
- **Training and Additional Planning:** Additional training/planning sessions may be scheduled as needed to support planning, data analysis, instructional strategies, and improvement efforts, up to three (3) per week.
- **Expectations:** Teachers must post daily learning intentions and success criteria, aligned with lesson objectives, and clearly visible to students in all core subjects.
- **Implementation and Oversight:** School administration at Endeavour and Golfview will oversee implementation, scheduling, and monitoring in collaboration with district Curriculum and Instruction staff to ensure fidelity.

BY: Rosemary Browning 8/19/25
Rosemary Browning Date
Director, Professional Standards & Labor Relations

BY: Anthony S. Colucci 8-19-25
Anthony Colucci Date
President, Brevard Federation of Teachers

**THE SCHOOL DISTRICT OF BREVARD COUNTY, FL AND
THE BREVARD FEDERATION OF TEACHERS
MEMORANDUM OF UNDERSTANDING**

WHEREAS the Brevard Federation of Teachers (BFT) is the certified bargaining agent for the School District of Brevard County, Florida; and,

WHEREAS the School District of Brevard County, Florida (District) is the employer and party to the Teacher Collective Bargaining Agreement (CBA) with BFT; and,

WHEREAS Gardendale Separate Day School provides comprehensive, individualized, research based educational, and behavioral services to students identified by the Child Study Team.

WHEREAS it is crucial that the Gardendale Separate Day School is staffed with teachers who can meet the unique needs of these students by the start of the school year.

THEREFORE, to incentivize retention and longevity in service at Gardendale Separate Day School the district agrees to pay the teachers at this school a bonus of up to \$10,000 paid in the following manner:

- Benefits eligible instructional staff who have agreed to transfer to, or are hired for, or employed with Gardendale Separate Day School and are on board by August 30, 2025, and are in active status based on prorated 1.0 full time equivalent (FTE) for the 2025-2026 school year will receive supplements according to this schedule criteria:

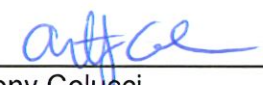
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▪ New Hire to Gardendale:	\$5,000.00 supplement
▪ Second (2 nd) Year returning to Gardendale:	\$6,000.00 supplement
▪ Third (3 rd) Year returning to Gardendale:	\$7,000.00 supplement
▪ Fourth (4 th) Year returning to Gardendale:	\$8,000.00 supplement
▪ Fifth (5 th) Year returning to Gardendale (Capped):	\$10,000.00 supplement

Non-benefit eligible teachers will receive half the amount identified above.

- Payment of supplement will begin on September 30, 2025, and divided equally among each subsequent pay periods through June 30, 2026.
- Newly hired and returning instructional staff must remain employed at Gardendale Separate Day School for the entire 2025-2026 school year to receive the full supplement listed based on their year employed at Gardendale to receive the full supplement amount. If an instructional staff member transfers, resigns, retires, or is separated from their position at Gardendale prior May 28, 2026, the supplement amount ends on the separation date from Gardendale.

BY:  8/7/25
Rosemary Browning Date
Director, Professional Standards & Labor Relations

BY:  8-7-25
Anthony Colucci Date
President

**THE SCHOOL DISTRICT OF BREVARD COUNTY, FL AND
THE BREVARD FEDERATION OF TEACHERS
MEMORANDUM OF UNDERSTANDING**

WHEREAS the Brevard Federation of Teachers (BFT) is the certified bargaining agent for the School District of Brevard County, Florida; and,

WHEREAS the School District of Brevard County, Florida (District) is the employer and party to the Teacher Collective Bargaining Agreement (CBA) with BFT; and,

WHEREAS Secondary teachers are eligible for an optional class differential if electing to teach a seventh (7th) period. This assignment is on a voluntary regular daily basis with limited circumstances per the collective bargaining agreement.

WHEREAS it is advantageous for secondary teachers currently employed at site locations to volunteer to teach a seventh (7th) period, given their existing familiarity with the school's community, culture, and student needs, which enhances the quality of instructional and benefits student learning.

THEREFORE, to incentivize retention and recruitment of teachers willing to teach an optional seventh (7th) period at school site locations needed the district agrees to compensate these volunteer teachers in the amount of \$7,018 for the 2025-2026 school year as follows:

Compensation Structure:

- \$3,509 will be paid equally over twenty-four (24) pay periods in accordance with Article XVIII, Section H, Schedule of Differentiated Pay.
- An additional \$3,509 will be paid on June 30, 2026.

Prorated Compensation:

- Should a teacher volunteering to teach an optional class separate from employment with the district prior to May 28, 2026, the total compensation will be prorated based on the number of days of service completed.

BY: Rosemary Browning 8/7/25
Rosemary Browning Date
Director, Professional Standards & Labor Relations

BY: Anthony Colucci 8-7-25
Anthony Colucci Date
President

**THE SCHOOL DISTRICT OF BREVARD COUNTY, FL AND
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MEMORANDUM OF UNDERSTANDING**

Whereas the 2025-2026 school year, the State of Florida recognizes Career and Technical Student Organizations, (CTSOs) and

Whereas these organizations include:

- Business Professionals of America (BPA)
- Distributive Education Clubs of America (DECA)
- Florida Public Service Association, Inc. (FPSA)
- Future Business Leaders of America (FBLA)
- National Future Farmers of America (FFA)
- Family, Career and Community Leaders of America (FCCLA)
- Future Health Professionals (HOSA)
- SkillsUSA
- Technology Student Association (TSA)
- Florida Future Educators of America (FFEA), and

Whereas these for the 2025-2026 school year CTSOs are aligned to the sixteen national CTE career clusters,

Therefore, for the 2025-2026 school year Brevard Public Schools will pay a supplement of \$1,500 up from \$650, to teachers volunteering to sponsor one of the organizations above for teachers who provide the following:

1. Hold at least four (4) organizational chapter meetings during the year.
2. Implement activities from a prescribed list for student participation at least three (3) times during the year.
3. Provide opportunities for student members to participate in a skills event, related to the organization, during the year.
4. Participate in at least one (1) professional learning opportunity, related to the organization's career cluster, either in district or in state.
5. Provide at least four (4) opportunities related to career awareness of the organization's career cluster, during the year.
6. Provide relevant instruction to prepare students for career and college opportunities of the organization's career cluster at least four (4) times during the year.

BY: Rosemary Browning Date 8/1/25
Rosemary Browning
Director, Professional Standards/Labor Relations

BY: Anthony Colucci Date 8-7-25
Anthony Colucci
President

**THE SCHOOL DISTRICT OF BREVARD COUNTY, FL AND
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WHEREAS the Brevard Federation of Teachers (BFT) is the certified bargaining agent for the School District of Brevard County, Florida; and,

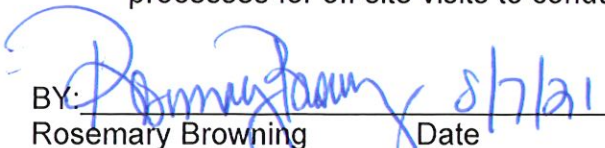
WHEREAS the School District of Brevard County, Florida (District) is the employer and party to the Teacher Collective Bargaining Agreement (CBA) with BFT; and,

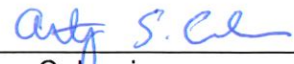
WHEREAS *the ESE Support Specialist is a key member of the school community and impacting outcomes for students with disabilities.*

WHEREAS *Mentorship is critical for both retention and recruitment of new ESE Support Specialists (ESE SS). Mentorship is impactful in the development of ESE SS professionals in the multi-faceted role of programming and compliance. Providing a mentor will help navigate the challenges and uniqueness of the job.*

THEREFORE, *to incentivize ESE SS mentors having the knowledge and years of experience to support and mentor new ESE SS the district agrees to pay experienced ESE SS who mentor a supplement in the following manner:*

- The number of selected ESE SS as mentors shall not exceed fifteen (15). Payment will be in the form of extra duty pay for the professional development of new ESE SS for the 2025-26 school year. The total amount may not exceed the designated amounts listed below for mentors with one (1) or two (2) mentees.
- Grant funding has been secured to pay a select number of ESE Support Specialists (ESE SS) in the following manner:
 - Mentor of 1 new ESE SS per school year: \$500.00
 - Mentor of 2 new ESE SS per school year: \$750.00
- Requirements:
 - Three (3) years of experience as an ESE SS with highly effective ratings on evaluations.
 - Mentor will support new ESE SS with answering questions as the first responder to build understanding of the role as it relates to compliance and programming.
 - Mentor will schedule weekly meetings with new ESE SS to review the monthly items in the ESE SS Guidebook (Pages 13-16). Meetings may be conducted in person or virtually.
 - Mentor will maintain a weekly log with the date, time, activity and follow up action items of the new ESE SS.
 - Mentor will submit completed documentation to the Directors of ESE at the end of each month.
 - Mentor will schedule an in-person meeting with new ESE SS at least one time per quarter for coaching and modeling support for facilitating meetings.
 - Mentor will submit mileage for reimbursement following BPS Accounting Services guidelines and processes for off site visits to conduct in person meetings with new ESE SS.

BY:  Date 8/7/21
Rosemary Browning
Director, Professional Standards & Labor Relations

BY:  Date 8-7-21
Anthony Colucci
President

**THE SCHOOL DISTRICT OF BREVARD COUNTY,
FL, AND THE BREVARD FEDERATION OF
TEACHERS MEMORANDUM OF
UNDERSTANDING**

WHEREAS the Brevard Federation of Teachers (BFT) is the certified bargaining agent for the School District of Brevard County, Florida; and,

WHEREAS the School District of Brevard County, Florida (District) is the employer and party to the Teacher Collective Bargaining Agreement (CBA) with BFT; and,

WHEREAS the Teacher of Deaf or Hard of Hearing Impaired is a critical needs area for Brevard County Schools.

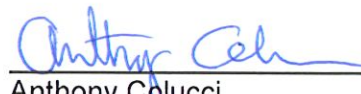
WHEREAS Certification in Deaf or Hard of Hearing Impairment K-12 is needed to provide services to students with hearing impairments.

THEREFORE, to ensure that students who are deaf or hard of hearing receive the services and support they need, and to maintain the number of certified teachers of the Deaf/Hard of Hearing in Brevard Public Schools, the district will implement a financial incentive beginning in the 2025-2026 school year as follows:

- An annual supplement of \$6,200 (\$1,000 from operating/\$5,200 from millage) from the differentiated pay plan.
- Hold a valid certification from the Florida Department of Education in Deaf or Hard of Hearing Impairment (K-12).
- Actively in a teacher position for the Deaf/Hard of Hearing program in Brevard Public Schools for the 2025-2026 school year
- This agreement is valid for the remaining one-year period of the current millage cycle and is contingent upon the continued availability of millage revenue.

 9/5/25

Rosemary Browning Date
Director, Professional Standards & Labor Relations

 9-5-25

Anthony Colucci Date
President, Brevard Federation of Teachers