



BPS Counter – June 2, 2022

BFT Rejects June 2, 2022

Resubmits proposal

Article XIV – Leaves of Absence

Section B – Paid Leaves

7. Parental Leave

Parental Leave - Up to ~~seven (7) days~~ ~~thirty (30) days~~ ten (10) days of parental leave shall be granted to any teacher within 30 (thirty) days of the date of delivery or adoption of a child.

- a. Such leave shall only be available during school year.
- b. This leave cannot be banked or sold.
- c. An application for leave accompanied by a written statement from a licensed medical physician verifying the pregnancy and setting forth the estimated date of birth shall be submitted to the principal no later than five (5) calendar weeks prior to estimated date of the child's birth. In the case of adoption, a written application for such leave shall be submitted to the principal within two (2) calendar weeks after approval for adoption by the recognized agency or source.

(KAC)
7-29-22

KAD
7-29-22



BPS to BFT – May 5, 2022

BPS to BFT – May 2, 2022

BFT to Board April 24, 2022

ARTICLE VI - GENERAL CONDITIONS OF EMPLOYMENT

Section C - School Day / Workweek

2. Planning time

~~k. Members of the bargaining unit will have the opportunity to volunteer to cover classes during their planning time. Members of the bargaining unit will be compensated \$15-\$30-\$45 for each class covered during their planning time (\$30 \$90 if a school is on block schedule). Teachers who provide coverage because an absent teacher's class is split or reassigned, shall have \$90-\$135 divided equally amongst them for 4 hours or less or \$180-\$270 divided equally amongst them for more than 4 four-hours. Those who volunteer for this No teacher will be expected to give up more than two planning periods per week. These two planning periods shall be deducted cannot be during teachers from their 3 protected planning periods. At the end of each 9 weeks, members of the bargaining unit can decide to stop participating by informing their administrators. This provision applies to any school-based teacher. who is entitled to a planning period~~

~~This option is not to conflict with Article VI, Section 5 or Article VI, Section N of this agreement. Principals will continue to assign a teacher to class or classes of an absent teacher and to provide comp time if a teacher loses his/her prep time as a result of the assignment; and t~~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.

~~A teacher may receive either payment or comp time, but not both, for giving up a planning period.~~

Section N – Miscellaneous

~~5.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, compensatory time equal to the amount of lost preparation time shall be made available to the affected teacher for such preparation time.~~

5.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.

AC
7-29-22

KMS
7-29-22

ARTICLE VI - GENERAL CONDITIONS OF EMPLOYMENT

Section C - School Day / Workweek

6. Compensatory Time Utilization

The Brevard Federation of Teachers & Brevard Public Schools will create a jointly agreed upon presentation to be provided to all supervisors & members of the bargaining unit prior to the 1st day of school annually on Compensatory Time Utilization. The rules governing the utilization of compensatory time shall be as follows:

g. Up to ~~twenty-four (24)~~ **forty 40** hours of accrued compensatory time shall be made available to that teacher for utilization during the normal student day. ~~A teacher may use an additional sixteen (16) hours during non-student time.~~ Nothing contained herein shall preclude a principal from approving utilization of compensatory time during the student day beyond the minimum guaranteed amount ~~twenty-four (24)~~ **forty 40 hours.**

i. ~~In the event a principal denies the utilization of accumulated~~ Notwithstanding any other provision contained herein, compensatory time will not be approved for utilization on an in-service day ~~or on a post-planning day~~ as scheduled on the school calendar as adopted by the Board, ~~or during district identified state assessment or progress monitoring days.~~ such denial shall give the affected A teacher(s) has the right to use, at his/her option, ~~compensatory time in lieu of and for the same purpose(s) as sick leave~~ personal leave charged to sick for these days, if available. ~~The amount of any such compensatory time utilized as sick leave shall be more than an amount equal to the same designated by the Board for the affected in-service day or post-planning day. Provided that any sick leave taken on an in-service day or post-planning day shall be deducted from the sick leave balance of the teacher.~~

m. Compensatory time utilization for a full-work day (24 **40** hours total) shall not be denied if a teacher abides by provision 6(b) and no more than 8% ~~15%~~ 8% of the teachers in a school with more than sixty (60) full time teachers or 10% of the teachers in a school of fewer than fifty-nine (59) full time teachers are on personal leave exclusive of Fridays prior to Monday holidays, the week of Thanksgiving, and the Fridays prior to spring break and winter holiday. ~~In calculating the percentage of teachers on personal leave, any partial teacher unit shall equal a whole teacher.~~

Compensatory time may be used in lieu of at least one day of sick leave each school year.

Section B – Calendar

6.a. Beginning with the 2019-20 school year, early release shall begin the first 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 (75) minutes earlier than the typical dismissal time for the site. No more than ~~six (6)~~ **eight (8) early** release Fridays shall be used for site-based professional development at the discretion of the principal with no more than ~~three (3)~~ **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 work-from-home the release, following student dismissal, of all 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. 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.

AC
7-29-22

NA
7-29-22

Brevard Public Schools Proposal – May 2, 2022

BPS response – May 5, 2022

ARTICLE XVII – SALARY

- P. Starting in SY2020, teachers beginning their 12th year of service with Brevard Public Schools began receiving a recurring supplement of \$1200. Effective July 1, 2022, teachers on the performance salary schedule~~At at~~ the start of the 12th 11th year as a teacher with teacher with ~~Brevard Public Schools on the performance schedule, teachers~~ will receive ~~a this~~ \$1,200 recurring ~~longevity~~ supplement that is eligible for the Florida Retirement System. The supplement will be divided equally amongst a teacher's paychecks. This supplement earned by teachers prior to June 30, 2022 has been and will continue to be included in base pay. As of July 1, 2022, any teacher remaining on the grandfathered salary schedule will not receive this supplement.

This language is not intended to provide a second supplement to any teacher relative to the above paragraph. For those receiving it in school years 2020, 2021 and 2022 it is part of their base pay.

AC
7-29-22

KM
7-29-22

BPS Costs	
Additional Recurring Costs	
Additional Year-End FY22 TSIA Out of Pocket	453,005
Leapfrog Salary Adjustments (with Fringe)	443,730
New Longevity - 11 Years	211,539
Plan Out of Pocket	5,388,512
\$2,500 for ESE Specialists (50 EEs with Fringe)	148,888
Increase to Health Insurance Board Premium Rate	7,013,847
Total Estimated Recurring Costs	13,659,521

AL
7-29-22

KA
7-29-22

4.20% Estimate

Sample Employees (BFT)

Flat Adjustment

Year at BPS

	0 - 5 Years New Hire	0 - 5 Years 3-Years	6 - 10 Years 8-Years	11 - 15 Years 11-Years	16 - 20 Years 19-Years	21 - 25 Years 23-Years	26+ Years 30-Years
FY22 Base Salary (Mid-Year)		46,800	48,059	49,855	53,777	59,287	68,527
FY22 Base Salary (Year-End)	47,000	47,000	48,259	50,055	53,977	59,487	68,727
<i>FY22 TSIA Additional</i>		200	200	200	200	200	200
Total FY22 Year-End Adjustments	0	200	200	200	200	200	200
Min Base Salary							
Tiered Experience Adjustment							
Performance Adjustment							
New Longevity	0	0	0	1,200	Incl	Incl	Incl
Total FY23 Recurring	0	0	0	1,200	0	0	0
% Increase over Ending FY22	0.00%	0.00%	0.00%	2.40%	0.00%	0.00%	0.00%
% Increase over Mid-Year FY22-		0.43%	0.42%	2.81%	0.37%	0.34%	0.29%
One-Time Premium Pay	2,400	3,400	3,400	3,400	3,400	3,400	3,400
%	5.11%	7.23%	7.05%	6.79%	6.30%	5.72%	4.95%
Total New \$\$ in FY23	2,400	3,600	3,600	4,800	3,600	3,600	3,600
	5.11%	7.66%	7.46%	9.59%	6.67%	6.05%	5.24%

Tiered Adjustment

Year at BPS

	0 - 5 Years New Hire	0 - 5 Years 3-Years	6 - 10 Years 8-Years	11 - 15 Years 11-Years	16 - 20 Years 16-Years	21 - 25 Years 21-Years	26 - + Years 37-Years
FY22 Base Salary (Mid-Year)		46,800	48,059	49,855	53,777	59,287	68,527
FY22 Base Salary (Year-End)	47,000	47,000	48,259	50,055	53,977	59,487	68,727
<i>FY22 TSIA Additional</i>		200	200	200	200	200	200
Total FY22 Year-End Adjustments	0	200	200	200	200	200	200
Min Base Salary	1,725	500	0	0	0	0	0
Tiered Experience Adjustment	0	0	850	850	1,250	1,250	1,250
Performance Adjustment	0	1,400	1,400	1,400	1,050	1,050	1,050
New Longevity	0	0	0	1,200	Incl	Incl	Incl
Total FY23 Recurring	1,725	1,900	2,250	3,450	2,300	2,300	2,300
% Increase over Ending FY22	3.67%	4.04%	4.66%	6.89%	4.26%	3.87%	3.35%
% Increase over Mid-Year FY22		4.49%	5.10%	7.32%	4.65%	4.22%	3.65%
One-Time Premium Pay	2,400	3,400	3,400	3,400	3,400	3,400	3,400
%	5.11%	7.23%	7.05%	6.79%	6.30%	5.72%	4.95%
Total New \$\$ in FY23	4,125	5,500	5,850	7,050	5,900	5,900	5,900
	8.78%	11.70%	12.12%	14.08%	10.93%	9.92%	8.58%

BPS - 2023 Contribution Modeling						
Medical Plan	Tier	2023 Enrolled	Projected 2023 Total Rate	2023 Employee Contribution	2023 Employer Contribution	Annual Impact to EE
Gold Plan	Employee	2168	\$ 779.26	\$ 149.26	\$ 630.00	\$ 199.10
	EE+Spouse	258	\$ 1,746.43	\$ 606.43	\$ 1,140.00	\$ 990.72
	EE+Child(ren)	763	\$ 1,408.31	\$ 358.31	\$ 1,050.00	\$ 360.49
	Family	448	\$ 2,357.19	\$ 742.19	\$ 1,615.00	\$ 1,087.49
	Total	3637				
Silver Plan	Employee	1594	\$ 747.53	\$ 110.53	\$ 637.00	\$ 46.31
	EE+Spouse	150	\$ 1,648.77	\$ 523.77	\$ 1,125.00	\$ 958.83
	EE+Child(ren)	501	\$ 1,347.28	\$ 307.28	\$ 1,040.00	\$ 348.13
	Family	249	\$ 2,247.33	\$ 641.33	\$ 1,606.00	\$ 957.18
	Total	2494				
Annual Total		6131	\$ 83,328,407.78	\$ 19,852,103.78	\$ 63,476,304.00	
Change \$		0	\$ 9,093,746.06	\$ 2,079,898.94	\$ 7,013,847.12	
Change %		0%	12.3%	11.7%	12.4%	
\$300 FSA card for all benefits eligible members who are active January 1, 2023 or who may be hired on or before December 31, 2023						
All regulations for the FSA card follow Federal (IRS) FSA regulations						

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Handwritten notes: *7-25-22*

BFT to Board May 5th, 2022**Article XVIII – Differentiated Pay Plan**

H. Schedule of Differentiated Pay

Professional	Less 6 years	6+ years
Alternative Learning Teacher	1,100	N/A
Auditorium manager	550	N/A
Combination Team Leader & Dept Head (middle)	1023	1125
Coordinating Unit	2962	N/A
Department Head (high)	889	977
Department Head (middle)	889	977
ESE Staffing Specialist*	5500	N/A
Identified ESF Content Specialists, ESE Support Specialists , and others with District Impact	2500	N/A
Lead Mentor	300	N/A
Mentoring – 1 New Teacher	165	N/A
Mentoring – 2+ New Teacher	300	N/A
Optional Class	3509	N/A
Partners In Education (PIE)	300	N/A
Pre-K- Diagnostician	5500	N/A
Resource Full (n/a to Adult Ed)	5500	N/A
Resource Half (n/a to Adult Ed)	2750	N/A
Special Programs (Up to 5) (elementary)	458	504
Team Leader (middle)	889	977
Unique Program Area (funded by internal account)	807	889
Vocational Programs (approved programs)**	458	504

AC
7-20-22

7-29-22

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

RECRUITMENT and RETENTION BONUS FOR PRIORITY SCHOOLS

Brevard Public Schools has allocated funds identified as a ***Priority School Recruitment and Retention Bonus*** for Tier 3 and Tier 2 schools. The definition of Tier 3 and Tier 2 schools is as follows:

- Tier 3 schools are those receiving 44 and below in school points
- Tier 2 schools are schools receiving between 49 and 44 in school points

Teachers meeting the below criteria will qualify for the recruitment/retention bonus payments:

1. Benefits-eligible teachers who have agreed to transfer to, or are hired for, or employed with a priority school and are on board by August 30, 2022, and are in an active status, will receive \$1000 (Tier 3) or \$700 (Tier 2) on October 14, 2022. Non-benefits eligible teachers will receive ½ the amount identified above.
2. Benefits-eligible teachers who are employed by September 30, 2022, in an active status, and remain in place February 28, 2023 will receive \$1000 (Tier 3) or \$600 (Tier 2) on April 14, 2023. Non-benefits eligible teachers will receive ½ the amount identified above.
3. Benefits-eligible teachers who are employed on or before January 6, 2023; who have at least an effective evaluation on Summative Part 1; who commit prior to April 1, 2023, in writing, to remain at the school for SY24; and who are still on board at that priority school August 30, 2023, will receive \$1000 (Tier 3) or \$700 (Tier 2) on October 13, 2023. Non-benefits eligible teachers will receive ½ the amount identified above.
4. Gardendale Separate Day School benefits-eligible teachers will receive an additional \$2000 (non-benefits-eligible \$1000) provided the teacher has worked two grading periods and ends the year in an active status at Gardendale Separate Day School. This pay will be made on the final pay date for 2022-23.

SCHOOL DISTRICT OF BREVARD COUNTY, FL

BREVARD FEDERATION OF TEACHERS

BY: Karyle Green 7-29-22
Karyle Green, Ed.D. Date
Director, Professional Standards/Labor Relations

BY: Anthony Colucci 7-29-22
Anthony Colucci Date
President

Tier II	Tier III
Astronaut	Apollo
Columbia	Cocoa
Croton	Creel
Golfview	Endeavour
Imperial Estates	Fairglen
Jackson	Gardendale Separate Day School
Johnson	Madison
McNair	Oak Park
Mims	Southwest
Palm Bay Elementary	Stone
Palm Bay High	
Riviera	
Sabal	
Saturn	
Turner	
University Park	

BPS COUNTER – July 29, 2022

**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 District is having difficulty retaining teachers; and

WHEREAS, the Brevard Federation of Teachers (BFT) is committed to working with Brevard Public Schools in a collaborative effort to improve teacher retention; and

WHEREAS, many teachers need additional professional development to meet the challenges the district is facing; and

WHEREAS, quality mentoring programs improve teacher retention

NOW, THEREFORE, the District agrees ~~to hire 5 additional peer mentor teachers for a period of 3 years to work with 20 schools determined collaboratively with BFT. Additionally, the district~~ it will increase the supplements for Lead Mentor to ~~\$1200~~ \$1000, Mentoring 1 teacher to ~~\$660~~ \$500, and Mentoring 2 or more teachers to ~~\$1200~~ \$1000 for the 2022-23 school year. ~~The increases in these supplements will also last for three years.~~

SCHOOL DISTRICT OF BREVARD COUNTY, FL

BREVARD FEDERATION OF TEACHERS

BY: Karyle Green 7-29-22
Karyle Green, Ed.D. Date
Director, Professional Standards/Labor Relations

BY: Anthony Colucci 7-29-22
Anthony Colucci Date
President

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

Whereas 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 CTSOs are aligned to the sixteen national CTE career clusters,

Therefore, Brevard Public Schools will pay a supplement of \$1500, up from \$444, to teachers volunteering to sponsor one of the organizations above for teachers who complete the following:

1. Within the first thirty (30) days of school, submit a *Guide of Engagement* (GOE) form to the Director of Career & Technical Education encompassing the work outlined below.
2. Hold at least four (4) organization chapter meetings during the year.
3. Implement activities from a prescribed list for student participation at least three (3) time during the year.
4. Provide opportunities for student members to participate in a skills event, related to the organization, during the year.
5. Participate in at least one (1) professional learning opportunity, related to the organization's career cluster, either in district or in state.
6. Provide at least four (4) opportunities related to career awareness of the organization's career cluster, during the year.
7. 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.
8. Prior to May 1, submit the one (1) page "End of Year Activities" form to their principal for approval of payment process.

BY: <u>Karyle Green</u> <u>7-29-22</u> Karyle Green, Ed.D. Date Director, Professional Standards/Labor Relations	BY: <u>Anthony Colucci</u> <u>7-29-22</u> Anthony Colucci Date President
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