

Dear Members,

We are pleased to announce that after a long fight at the bargaining table, we've reached a deal that we will bring to you to vote whether or not to ratify. The 20 state statutes surrounding teacher pay made it especially difficult, so our team worked from a position of trying to ensure the best deal for all. While inflation rages, we understand that no raise will seem satisfactory; however, outside of the Governor's effort to raise the minimum salary, the deal we reached **today is the largest recurring raise we've seen in 6 years. It also includes substantial bonuses. All raises and bonuses include all eligible members of our unit, not just "classroom teachers."**

Please understand, while our goal is to make this as clear as possible, with all the state statutes in place it is very difficult to give a generalized explanation. Rest assured, we will put out further information before the vote.

1. Teachers below \$47,500 will first be brought up to that amount.
2. Teachers will receive a tiered adjustment based on Brevard teaching experience.

Brevard Teaching Years	Tiered Adjustment
0-5	0
6-13	\$850
14 and up	\$1,250

3. If you have a BPS eval from last year, you will also receive.

	Pay for Performance (Annual Contract Teachers)	Grandfathered (Professional Contract Teachers)
Highly Effective	1,400	1,050
Effective	1,050	1,050

4. Everyone will at least be at the minimum salary of \$48,725

Remember, this contract includes the MOAs that were ratified in May including the following bonuses:

Pay date	Eligible Members of the Unit	Amount
9-15	Those employed with BPS on 5/27 and are active on 8/15	\$1,000
9-15	Those who have completed 8 years with BPS and are active on 8/15	\$1,000
11-15	All those who were active on 10/14	\$1,200
2-28	All those who were active 1/27	\$1,200

To view all the MOAs that we ratified in May click here

https://www.bftteach.org/files/ugd/0d6c24_f8d6840a325d4b9d81231924a5d6d0ce.pdf

Additionally, an agreement on a recruitment and retention bonus for priority schools was reached. Benefits eligible members of our bargaining unit who are currently serving and those who wish to transfer to a Tier 2 or Tier 3 priority school will receive an additional bonus of \$3,000 for Tier 3 schools and \$2000 for Tier 2 schools. Teachers who agree to teach at the Gardendale Separate Day School will receive a \$5000 bonus on completion of the 2022-2023 school year. We have some concerns about this approach and originally countered with trying to send this bonus to all teachers; BPS resubmitted this approach and held firm on it. We did not want to deny the money to our teachers, but we insisted that a collaborative committee be formed to look at how to best incentivize working in priority schools.

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	

Other positives we negotiated are:

- Parental leave increases from 7 to 10 days (This now bridges the gap to short-term disability for women who have a baby)
- Longevity pay now begins at the start of the 11th year as a teacher in BPS
- ESE Support Specialists will receive a \$2,500 supplement
- Teachers will now earn \$45 per class covered; if class are split teachers receive a share of \$270 for the whole day or \$135 for half a day (We will provide an FAQ as soon as possible about this)
- \$300 FSA card for all employees whether they're on our insurance plan or not (This is more than the premium increase most will see for the 2023 calendar year)
- 40 hours of comp time can be used during the student day, one day of comp can be used in lieu of sick time, admin can choose to let you leave with students on non -PD Early Release Fridays (This agreement saw some give and take on both sides. Comp time can longer be used on Early Release or Professional Development Days and BPS can use 4 for ER days per semester for PD)
- Mentoring supplements will increase for 1 year (Lead Mentor=\$1,000, Mentoring 2 or more=\$1,000, Mentoring 1 =\$500)

These agreements will be on our website in the next couple of days.

Unfortunately, our health insurance plan hit a point where it was necessary to increase premiums. While we were able to beat back premium increases that would've washed out raises (BPS originally proposal showed this), the data show that spouses on the plan are costing an exorbitant amount. Additionally, the board is putting considerably more money into the employee with family, spouse, and children plans, so it was essential to increase premiums to counter those effects. **The board is also contributing an additional \$5.9 million dollars in recurring premium payments.** We are hopeful that this will get our plan on course for the future and enable BPS to contribute more recurring dollars to raises instead. **We fought for a \$300 FSA card for all employees that will help defray the increases. You will receive this whether you're on the plan or not.** Below is a list of the annual impact and per check impact. The rate increase begins in January. Keep in mind that health insurance premiums are pre-taxed, so the whole burden would not be realized in your checks.

Medical Plan	Annual Impact	Per Check
Gold Plan		
Employee	\$199.10	\$8.30
EE + Spouse	\$990.72	\$41.28
EE + Children	\$360.49	\$15.02
Family	\$1087.49	\$45.31
Silver Plan		
Employee	\$46.31	\$1.93
EE + Spouse	\$958.83	\$39.95
EE + Children	\$348.13	\$14.51
Family	\$957.18	\$39.88

Thank you for all your support during these difficult negotiations!