



**The Brevard Federation of Teachers
Proposals Submitted to BPS
August 31, 2020**

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, 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) early release Friday's shall be used for site-based professional development at the discretion of the principal with no more than three (3) per semester.

~~One early release Friday of each month may be used for site-based professional development at the discretion of the principal.~~ The Principal shall establish a professional development calendar during pre-planning. Teachers may utilize Compensatory Time on early release days. TR



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September 10, 2020

ARTICLE VI - GENERAL CONDITIONS OF EMPLOYMENT

Section B – Calendar

8. The post-planning day will be at the teacher's discretion as long as all responsibilities, including check-out procedures, have been completed. The day between the first and second grading periods will also be at the teacher's discretion for the entire duration paragraph 11 (below) remains in the contract.

ARTICLE VI - GENERAL CONDITIONS OF EMPLOYMENT

Section G – Assignments and transfers

1. *Voluntary Transfer from School to School*

- f. ~~In~~ No earlier than February, but no later than April of each year, schools will compile a list of anticipated vacancies for the next school year. The lists will be assembled at the District and then placed on Share Point. This will allow a consecutive two-week opportunity to interview for possible transfer. No position shall be permanently filled until at least 50% of teachers who have properly submitted applications and who met the qualifications as reflected on the posted notice and have a highly effective or effective annual evaluation have been interviewed.

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ARTICLE VIII – JROTC (TYPE "G" EMPLOYEES)

A. ~~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. 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.~~

1. ~~In the event a Type G employee is paid from the teacher salary schedule, his/her workweek shall increase from thirty-seven and one-half (37 1/2) to forty (40) hours.~~

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B. ~~The contract year for Type "G" employees shall be July 1 through June 30.~~

C. ~~The normal work year for Type "G" employees shall be the same as the school year prescribed for Type "E" employees as reflected in the school calendar as adopted by the Board with the following exceptions:~~

1. ~~Type "G" employees shall begin their work year ten (10) workdays prior to the beginning of preplanning and end their work year ten (10) workdays after the last day of post planning. Anything in this Agreement to the contrary notwithstanding, such ten (10) workdays after post-planning shall be normal workdays and subject to Article VI, Section C, paragraph 9. The total workdays for Type "G" employees shall be two hundred sixteen (216), exclusive of paid vacation.~~

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2. ~~Type "G" employees shall earn no administrative leave.~~

3. ~~Effective July 1 of each year, Type "G" employees shall be credited with paid vacation leave at an accrual rate of two and one-half (2 1/2) days for each full calendar month the teacher is regularly employed.~~

4. ~~Type "G" employees shall receive no reimbursement for such loss of accrued vacation leave.~~

5. ~~Type "G" employees shall not use vacation on those days designated as workdays as provided herein.~~

6. ~~The daily pay rate for Type "G" employees shall be computed at one-two hundred and forty-sixth (1/246) of the applicable annual salary.~~

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A. There are three type "G" employees. Each of the three types follow a specific Days of Service Calendar.

1. "GA" – 10 month employee, follows the teacher calendar and incorporates 196 paid days defined as 190 work days and 6 holiday/annual leave days.
2. "G7" – 11 month employee – A G7 employee begins their work year ten (10) workdays prior to the beginning of preplanning and ends their work year ten (10) workdays after the last day of post planning. Anything in this Agreement to the contrary notwithstanding, the Days of Service calendar for eleven (11) month employees shall be the calendar G7 employees follow. This calendar includes 218 paid days defined as 211 work days and 7 holiday/annual leave days.
3. "GL" – 12 month employees. This calendar includes 245 (or 246 depending upon the year) paid days defined as 238 (or 239) work days and 7 holiday/annual leave days.

B. The contract year for Type "G" employees shall be July 1 through June 30. Work days are specified in the annual days of service calendar for each group.

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. Provided that all information has been supplied by the Defense Finance and Accounting Services (DFAS), 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.

D. In the event a Type G employee is paid from the teacher salary schedule, his/her workweek shall increase from thirty-seven and one-half (37-1/2) to forty (40) hours.

E. Type "G" employees shall earn no administrative leave.



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**ARTICLE XIV - LEAVES OF ABSENCE
Section B - Paid Leaves**

7. Parental Leave-

Up to ~~10 (ten)~~ 5 (five) 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.
- e.d. Members of the bargaining unit may not participate in sick leave buy back in any year in which they this parental leave.



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ARTICLE XIV - LEAVES OF ABSENCE

Section D - Unpaid Leaves

5. Personal or Exhausted Sick Leave

- a. Personal leave without pay may be granted to teachers up to one (1) school year at the Board's discretion. Beginning with the 20-21 School Year, annual contract teachers who take such leave shall be ~~guaranteed~~ offered a district binder prior to a district binder being offered to any potential new hire in the Spring/Summer of that year; in his/her area of certification.



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ARTICLE XXV - SUMMER EMPLOYMENT

A. A teacher selected to teach in the District's academic summer school program shall receive the rate of pay as reflected on the previous school year's salary schedule. Each full time teacher who is selected to teach summer school shall be credited with one (1) day of sick leave for each month of employment to be credited at the beginning of each month, provided that such leave shall not be used prior to the time it is earned and credited. A teacher who has accrued sick leave available to him/her shall be allowed to use such sick leave in order to be absent from his/her summer school teaching duties. The reasons for use of sick leave are the same as for such use during the teacher's normal work year. All summer school teaching positions shall be advertised and preferential consideration shall be given to ~~continuing contract and professional services~~ ~~contract~~ teachers who are certified in fields required for summer school programs. In the principal's determination as to which teachers shall be assigned to summer school, the principal shall ensure that a fair and equitable rotation of teacher applicants is established.

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ARTICLE XVII – SALARY

- M. Compensation for adult education teaching and/or summer school teaching shall be as determined by the Board except as provided in Article XXVI, paragraph A.

TAB 31

**BPS COUNTER TO BFT'S 2020-21 SALARY PROPOSAL DATED 10/7/2020
PRESENTED 10/7/2020**

TEACHER SALARY INCREASE ALLOCATION					
BPS PROPORTIONAL SHARE		11,366,243.00			
80% TSIA		9,092,994.40			
20% TSIA		2,273,248.60			
	# of Teachers	Minimum Salary or Salary Increase	Estimated Salary Cost	Estimated Cost w/Fringe	Source of Funding
GROUP 1					
Full-time Classroom Teachers & Full-time Preschool Handicapped Teachers Paid Through the FEFP Under \$46,550	1,794.376	46,550	7,433,143.78	8,792,740.11	80% TSIA
GROUP 2					
Full-time Classroom Teachers & Full-time Preschool Handicapped Teachers Paid Through the FEFP Under \$46,550 Whose Raise is Less Than 2%	185.000	0.02	64,454.64	76,244.04	20% TSIA
GROUP 3					
a. Teachers Excluded from Group 1 Under \$46,550	241.581	1.35 % OR \$710	138,752.35	164,131.54	20% TSIA
b. All Teachers Above \$46,550	2,412.088	1.35 % OR \$710	1,763,087.69	2,085,574.06	20% TSIA
c. All Teachers Above \$46,550 bringing their raise to \$850	2,412.088	\$140	337,692.32	399,459.62	BPS Contribution
GROUP 4					
Teachers Excluded from Group 1 Under \$46,550	241.581	46,550	828,876.71	980,486.55	BPS Contribution
		80% TSIA	20% TSIA		
TOTAL ESTIMATED COST		8,792,740.11	2,325,949.64		
REMAINING FUNDS		300,254.29	(52,701.04)		
BPS COSTS					
Teachers Excluded from Group 1 Under \$46,550 (GROUP 4)			980,486.55		
All Teachers Above \$46,550 - Additional \$140 - Total Raise \$850			399,459.62		
Health Insurance - Negotiated Decrease to Employee Contribution			260,000.00		
Parental Leave			115,000.00		
BFT Supplements			92,195.00		
Health Insurance - Recurring Increase to Board Contribution			3,055,000.00		
Health Insurance - One-Time Infusion from Fund Balance			3,250,000.00		
TOTAL ESTIMATED COST TO BPS			8,152,141.17		
ESTIMATED COST OF TOTAL PACKAGE			19,270,830.92		

ESTIMATED COST BASED ON COMBINED DATA FROM 8/13/2020 & 8/31/2020 WHICH WAS PROVIDED TO BFT 9/17/2020


BPS COUNTER PROPOSAL - 9-21-2020

Co-Curricular		Lane 1	Lane 2	# of Schools/ Sites
Band Marching Band		1023	1125	14
Professional		Lane 1	Lane 2	
P.I.E. Partners in Education		300	N/A	102
Mentor Teacher - Currently any mentor we pay receives \$165				
Mentoring - 1 new teacher - Currently not paid		165	N/A	150
Mentoring - 2+ new teachers		300	N/A	157
Lead Mentor		300	N/A	82
Extra- Curricular		Lane 1	Lane 2	
Athletics		Lane 1	Lane 2	

2021 PLAN YEAR				
TYPE OF SERVICE	GOLD PLAN		SILVER PLAN	
	Network = Cigna's Open Access Plan (same as 2020)		Parrish & Steward Hospital Systems & their Affiliates plus Cigna Non-Health First Physicians and Ancillary ¹ Providers	Health First Physicians, Hospitals & Affiliates plus Non-Contracted ² Out-of- Network Providers
	In-Network	Out-of-Network	Schedule 1	Schedule 2
ANNUAL DEDUCTIBLE (Individual/Family)	Wellness: \$1,500/\$3,000 1/2 Wellness: \$2,000/\$4,000 Non-Wellness: \$2,500/\$5,000	Wellness: \$3,000/\$6,000 1/2 Wellness: \$4,000/\$8,000 Non-Wellness: \$5,000/\$10,000	Wellness: \$750/\$1,500 1/2 Wellness: \$1,250/\$2,500 Non-Wellness: \$1,750/\$5,500	Wellness: \$1,250/\$2,500 1/2 Wellness: \$2,250/\$4,500 Non-Wellness: \$3,250/\$6,500
COINSURANCE (mbr paid)	20%	50%	20%	40%
ANNUAL OUT OF POCKET MAXIMUM (Indiv/Fam)	\$5,500/\$11,000 (Medical)	\$12,500/\$25,000 (Medical)	\$4,500/\$9,000 (Medical)	\$6,500/\$13,000 (Medical)
OFFICE VISITS				
Primary Care office visit	CCD*: \$30 / Non-CCD: \$45	50% AD	\$30	40% AD
Specialist office visit	CCD*: \$50 / Non-CCD: \$75	50% AD	\$50	40% AD
BPS Employee Well-Care Centers	\$0	Not Covered	\$0	Not Covered
Preferred Health Center	\$30	Not Covered	\$30	Not Covered
Advanced Radiology/ Outpatient Facility at a Preferred Facility	\$200	50% AD	\$125	40% AD
HOSPITAL SERVICES				
Inpatient Hospital	\$900 copay + 20% AD	50% AD	\$600 copay + 20% AD	40% AD
Outpatient Surgery	20% AD	50% AD	20% AD	40% AD
EMERGENCY & LAB				
Emergency Room	\$450 copay + 20% AD		\$300 copay + 20% AD	
Urgent Care	\$75	\$75	\$50	\$50
Major Diagnostics (CT/PET scans, MRI)	20% AD	50% AD	20% AD	40% AD
PHARMACY BENEFITS	In-Network	Out-of-Network	In-Network	Out-of-Network
Separate Out-of-Pocket Maximum (OOPM)	Ind/Fam: \$2,500/\$5,000	Not Covered	Ind/Fam: \$2,200/\$4,400	Not Covered
Generic	\$20	Not Covered	\$20	Not Covered
Preferred Brand	\$50	Not Covered	\$50	Not Covered
Non-Preferred Brand	\$150	Not Covered	\$150	Not Covered
Mail Order Pharmacy	2x 30-day Retail	Not Covered	2x 30-day Retail	Not Covered

NOTES;

> Black text denotes similar cost share as in 2020; Red text denotes a higher cost share

* CCD = Cigna Care Designation. Provider must have the CCD symbol --  xt to their name in Cigna's provider directory

¹ Ancillary Providers, e.g., labs, imaging centers, and outpatient surgical facilities

² "Non-contracted" means has no contract with Cigna

Plan	Current Monthly Contribution	Proposed Monthly Increase From Current Plan	Proposed Monthly Total Contribution
Gold Plan (Formerly OAP)			
EE Only	\$106.67	\$26.00	\$132.67
EE + SP	\$443.87	\$80.00	\$523.87
EE + CH	\$278.27	\$50.00	\$328.27
EE + FAM	\$561.57	\$90.00	\$651.57
Silver Plan			
EE Only	\$106.67	\$0.00	\$106.67
EE + SP	\$443.87	\$0.00	\$443.87
EE + CH	\$278.27	\$0.00	\$278.27
EE + FAM	\$561.57	\$0.00	\$561.57



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September 10, 2020

ARTICLE VI - GENERAL CONDITIONS OF EMPLOYMENT

Section B – Calendar

**MEMORANDUM OF AGREEMENT
BETWEEN
BREVARD PUBLIC SCHOOLS
AND
THE BREVARD FEDERATION OF TEACHERS**

Brevard Public Schools and the Brevard Federation of Teachers hereby confirm the following agreements, related to the unprecedented novel coronavirus (COVID-19) pandemic and additional state professional development requirements:

- a. For the 2020-21 school year only, 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. 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 eight (8) early release Friday's 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 prior to October. Teachers may utilize Compensatory Time on early release days. All professional development on 2020-21 early-release Fridays must provide the opportunity for teachers to receive credit towards inservice credit. If it does not, it will be considered a meeting and teachers cannot be required to attend.

This Memorandum of Agreement shall be in effect through June 3, 2021.

Anthony Colucci, President Brevard Federation of Teachers

Karyle Green, Ed.D., Chief Negotiator Brevard Public Schools



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August 31, 2020

MEMORANDUM OF AGREEMENT
BETWEEN
BREVARD PUBLIC SCHOOLS
AND
THE BREVARD FEDERATION OF TEACHERS

Brevard Public Schools and the Brevard Federation of Teachers hereby confirm the following agreements, related to the unprecedented novel coronavirus (COVID-19) pandemic and additional state professional development requirements:

ARTICLE VI - GENERAL CONDITIONS OF EMPLOYMENT

Section C - School Day / Workweek

6. Compensatory Time Utilization

f. Up to ~~twenty-four (24)~~ thirty-two 32 hours of unused compensatory-time at the end of the 2020-21 school year may shall be carried forward to the ~~next~~ 2021-22 school year.

g. Up to ~~twenty-four (24)~~ hours thirty-two 32 hours of accrued compensatory time during this 2020-21 school year shall be made available to that teacher for utilization ~~during the normal student day~~ Nothing contained herein shall preclude a principal from approving utilization of compensatory time during the student day beyond the minimum guaranteed amount of twenty-four (24) hours thirty-two 32 hours but usage during the normal student day will remain at the amount of twenty-four (24) hours.

This Memorandum of Agreement shall be in effect through June 3, 2021.

Anthony Colucci, President Brevard Federation of Teachers

Karyle Green, Ed.D., Chief Negotiator Brevard Public Schools