

Agreement

Board/Union TA 9.2.15

This Agreement is made and entered into effective as of midnight (date of ratification and board approval)...

Article V, Section Q – Union and Board Workshops

Board/Union TA 9.15.15

A minimum of one (1) workshop annually (per year) for topics of discussion to be mutually determined by the Board Chair and Union President

Article VI, Section B – Calendar

Board/Union TA 5.12.15

The following days shall be designated as paid teacher holidays. ~~during the Fiscal year 2014-2015:~~

- a. Labor Day
- b. Veterans Day
- c. Thanksgiving Day
- d. Day after Thanksgiving Day
- e. New Year's Day
- f. Martin Luther King Day

Board/Union TA

New 5 (re-number paragraphs) The principal will provide an additional thirty-five (35) minutes of protected planning time once a week. The day of the week will be at the principal discretion.

Article VI – Section C, School Day

Union Offer New 4.16.15 Board/Union TA 5.12.15

4. d. No more than two (2) required evening events shall be scheduled per semester. Any subsequent events shall be clearly understood to be voluntary participation and compensatory time shall be offered.

Board Offer New 5.12.15 pm TA Board/Union TA 5.12.15

New 5 g. Compensatory time shall automatically be accrued for required supervisory responsibilities at assemblies, test proctoring or other activities that eliminate a teacher's planning time.

Board Offer New 5.12.15 pm TA Board/Union 5.12.15

New 6 k. The utilization of accrued compensatory time for a documented medical emergency shall be permitted. Documentation shall be submitted upon return to duty.

10. The length of the normal teacher workweek shall be forty (40) hours. During the ten (10) days totaling eighty (80) hours reflected on the Board-adopted school calendar as student non-attendance days, the Superintendent and/or Principal shall schedule ~~forty (40)~~ thirty-six (36) hours of teacher work assignments providing a ~~forty (40)~~ forty-four (44) hour balance which shall be designated as teacher planning/preparation time. The Principal shall give to teachers on the first day of pre-planning a written schedule of the year's non-student days, specifying which hours are to be administratively designated and which hours are to be

used as teacher planning/preparation time. Except in an emergency, the Principal shall not adjust the schedule. In such case, the adjusted schedule shall be provided in writing with details of the emergency.

Article VI, Section D – Teaching Assignments and Duties

Board/Union 8.20.15

11. Lesson Plans are required and should reflect the standards and essential elements:

a. Targeted state-adopted standards

b. Evidence of learning/assessments that will demonstrate students' mastery of the state-adopted standards

c. Daily learning activities.

The format for plans shall be decided by the teacher for the purpose of working with his/her students and shall include sufficient information for substitutes and evaluators. Teachers are expected to show necessary documentation for the student with IEP's, 504 plans, ESOL requirements and other accommodations. The documentation does not have to be in weekly lesson plans. There shall be no requirement that teacher's lesson plans are for more than one week at a time. Teachers leaving the district or transferring to another school shall turn in their lesson planbooks and/or gradebooks to the principal as part of the checkout procedure. Routine submission of lesson plans shall not be required except in the following instance: when the performance of the teacher has been less than satisfactory. In this event, format and content may be part of an assistance plan. Lesson plan restrictions shall be waived for all "DA", "D" and "F" schools until they have regained at least "C" status.

14. When a teacher receives a significant reassignment after the start of the school year, the principal shall provide non-student time for planning and preparation. Furthermore, if a teacher receives a significant reassignment after PGP's have been submitted, the teacher will be given the opportunity to modify the PGP to better reflect the new assignment.

Article VI, G – Teacher Evaluation

Board offer change 5.14.15 PM Union/Board TA 5.14.15

New 1 a. An IPPAS focus group shall be assembled once a year, in the spring semester, to discuss successes and issues of the evaluation system. The focus group shall be jointly chaired by the President of BFT, or designee, and the Superintendent, or designee. Recommendations may be made by this focus group for changes in the IPPAS to which may be implemented the following year.

Article VI – Section M – Miscellaneous

Board Offer 4.16.15 TA Board/Union 4.16.15

New 4 (renumber section) A teacher shall use the District's electronic substitute management system to notify the assigned supervisor of an absence and make arrangements for a substitute, if needed. If an emergency arises that will result in an absence, one hour or less before the start of school day, the teacher shall call the designated site substitute coordinator.

13. There shall be no expectation of a same day email reply or action taken from a non-emergency e-mail request sent during instructional time, lunch time, meeting time or change of class. In cases where protected

planning time is provided between the end of the student day and the end of the workday and in the event of announced emergencies, reasonable action shall be taken by the teacher.

Article VII – Teacher Protection

Board/Union TA 9.28.15

New S. It shall be clearly stated in the heading of a Summary of Conference letter that the letter is not a disciplinary action.

Article VIII – JROTC

Board/Union TA 8.20.15

New E. At the principal's discretion, JROTC instructors may substitute the military's annual goals and strategies in lieu of the District's PGP. Military goals and strategies must align with the District's PGP rubric for evaluative measures.

Article XVII – Salary

TA Board/Union 4.16.15

New A. (Paragraph 4) Hold harmless language: For the 2015-2016 school year, the salary adjustment will be based on the outcome of the Summative Part 1 teacher evaluation due to the implementation of new state assessments.

Board/Union TA 9.2.15

New A. (Paragraph 5) A teacher must have worked a minimum of two consecutive nine-week grading periods in the same school with the same students to be eligible for the District's state-approved Pay for Performance Program.

2015-16 PROPOSED SALARY SCHEDULES

P

NOTE: All figures below include a COLA of \$650

GRANDFATHERED RANGES				PAY FOR PERFORMANCE RANGES			
AA	38,490	-	41,221	39,226	-	41,223	
BB	38,604	-	41,335	39,340	-	41,337	
CC	39,121	-	41,852	39,857	-	41,854	
DD	39,743	-	42,474	40,479	-	42,476	
EE	40,467	-	43,198	41,203	-	43,200	
FF	41,399	-	44,130	42,135	-	44,132	
GG	42,538	-	45,269	43,274	-	45,271	
HH	43,884	-	46,615	44,620	-	46,617	
II	45,333	-	48,064	46,069	-	48,066	
JJ	46,990	-	49,721	47,726	-	49,723	
KK	48,854	-	51,585	49,590	-	51,587	
LL	50,925	-	53,656	51,661	-	53,658	
MM	53,202	-	55,933	53,938	-	55,935	
NN	55,584	-	58,315	56,320	-	58,317	
OO	59,145	-	61,876	59,881	-	61,878	
	Value of E		\$1,312	Value of E		\$1,312	
	Value of HE		\$1,750	Value of HE		\$1,751	

Article XVII - Salary

2015-2016  
PLACEMENT SALARY SCHEDULE  
Instructional Personnel

Years of Experience	Level	10 -Month Salary
0-5	AA	\$39,226
6-7	BB	\$39,340
8-10	CC	\$39,857
11	DD	\$40,479
12	EE	\$41,203
13-14	FF	\$42,135
15-16	GG	\$43,274
17-18	HH	\$44,620
19-20	II	\$46,069
21-22	JJ	\$47,226
23-24	KK	\$49,590
25	LL	\$51,661
26	MM	\$53,938
27	NN	\$56,320
28+	OO	\$59,881

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"*.

The District has adopted a Pay-for-Performance Salary Schedule as set forth in Florida Statute 1012.22 that provides annual salary adjustments for instructional personnel based upon performance determined under Florida Statute, 1012.34, rather than on years of experience. The placement schedule above reflects initial placement only.

Please call Human Resources at 321-633-1000 Ext. 220 for more information.

P. Pay for Performance  
Board/Union TA 4.16.15  
Delete Entire Section P – Pay for Performance Plan

**Article XVIII – Differentiated Pay  
H. Schedule of Differentiated Pay**

ACADEMICS	2014-15	Experiential Lane (6+ Years)	2015-16	Experiential Lane (6+ Years)
Alternative Learning Center Teachers	\$1,000.00	\$ N/A	\$1,100.00	\$ N/A
Assistant Band (High School)	\$1,410.00	\$1,562.00	\$1,551.00	\$1,718.20
Assistant Band (Middle School) (7 <sup>th</sup> and 8 <sup>th</sup> grade)	\$734.00	\$808.00	\$807.40	\$888.80
Auditorium Manager	\$500.00	\$ N/A	\$550.00	\$ N/A
Band (Senior High)	\$3,182.00	\$3,501.00	\$3,500.20	\$3,851.10
Band (Middle School) (7 <sup>th</sup> and 8 <sup>th</sup> grade)	\$1,420.00	\$1,562.00	\$1,562.00	\$1,718.20
Beta Club	\$416.00	\$458.00	\$457.60	\$503.80
Choral (Middle School) (7 <sup>th</sup> and 8 <sup>th</sup> grade)	\$1,212.00	\$1,333.00	\$1,333.20	\$1,466.30
Choral (Senior High)	\$2,108.00	\$2,318.00	\$2,318.80	\$2,549.80
Class Sponsor (Senior)	\$612.00	\$673.00	\$673.20	\$740.30
Class Sponsor (Junior)	\$612.00	\$673.00	\$673.20	\$740.30
Combination Team Leader and Department Head (Middle School)	\$930.00	\$1,023.00	\$1,023.00	\$1,125.30
Coordinating Unit	\$2,693.00	\$ N/A	\$2,962.30	\$ N/A
Dance Corps	\$734.00	\$808.00	\$807.40	\$888.80
Department Head (Senior High)	\$808.00	\$888.00	\$888.80	\$976.80
Department Head (Middle School)	\$808.00	\$888.00	\$888.80	\$976.80
District Memory Match League (Senior High)	\$612.00	\$673.00	\$673.20	\$740.30
Drama (Senior High)	\$1,420.00	\$1,562.00	\$1,562.00	\$1,718.20
Drama (Middle School)	\$930.00	\$1,023.00	\$1,023.00	\$1,125.30
Elementary Music	\$808.00	\$889.00	\$888.80	\$977.90
ESE Staffing Specialist* (not subject to indexing)	\$5,000.00	\$ N/A	\$5,500.00	\$ N/A
Forensics (Senior High)	\$1,224.00	\$1,346.00	\$1,346.40	\$1,480.60
Forensics (Middle School)	\$930.00	\$1,023.00	\$1,023.00	\$1,125.30
Future Educators Club of America	\$416.00	\$458.00	\$457.60	\$503.80
Future Problem Solving (two per school)	\$480.00	\$528.00	\$528.00	\$580.80
Honor Society (Senior High)	\$416.00	\$458.00	\$457.60	\$503.80
Honor Society (Middle School)	\$416.00	\$458.00	\$457.60	\$503.80
Lego Robotics (Elementary)	\$416.00	\$ N/A	\$457.60	#VALUE!
Literary Magazine (Senior High)	\$367.00	\$404.00	\$403.70	\$444.40
Memory Match	\$930.00	\$1,023.00	\$1,023.00	\$1,125.30
Newspaper (Senior High)	\$1,151.00	\$1,266.00	\$1,266.10	\$1,392.60
Newspaper (Middle School)	\$930.00	\$1,023.00	\$1,023.00	\$1,125.30
Odyssey of the Mind (three per school)	\$318.00	\$350.00	\$349.80	\$385.00
Optional Class (not subject to indexing)	\$3,190.00	\$ N/A	\$3,509.00	\$ N/A
Orchestra (Senior High)	\$2,108.00	\$2,318.00	\$2,318.80	\$2,549.80
Orchestra (Middle School)	\$1,212.00	\$1,333.00	\$1,333.20	\$1,466.30
Pre-K Diagnostician (not subject to indexing)	\$5,000.00	\$ N/A	\$5,500.00	\$ N/A

Regional Science Fair Coordinator	\$1,420.00	\$1,562.00	\$1,562.00	\$1,718.20
Resource Teacher – Full (N/A to Adult Ed) (Not subject to indexing)	\$5,000.00	\$— N/A	\$5,500.00	\$— N/A
Resource Teacher – Half (N/A to Adult Ed) (Not subject to indexing)	\$2,500.00	\$— N/A	\$2,750.00	\$— N/A
Robotics (Middle/High School)	\$700.00	\$— N/A	\$770.00	\$— N/A
ROTC (Masters) (not subject to indexing) Shall be paid commensurate with the prevailing instructional master's supplement	\$2,485.00	\$— N/A	\$2,625.00	\$— N/A
ROTC Drill Team, Color Guard, Rifle Team, Drum and Bugle Corps (one differential per activity listed above per school)	\$612.00	\$673.00	\$673.20	\$740.30
School Safety Patrol	\$734.00	\$808.00	\$807.40	\$888.80
Science Research Specialist Teacher	\$2,008.00	\$2,208.00	\$2,208.80	\$2,428.80
SECME or Math Counts	\$416.00	\$458.00	\$457.60	\$503.80
Special Programs (Elementary School approved programs only - five per school)	\$416.00	\$458.00	\$457.60	\$503.80
Student Government (Senior High)	\$857.00	\$942.00	\$942.70	\$1,036.20
Student Government (Middle School)	\$734.00	\$808.00	\$807.40	\$888.80
Team Leader (Middle School)	\$808.00	\$888.00	\$888.80	\$976.80
Unique Program Area (funded by internal accounts)	\$734.00	\$808.00	\$807.40	\$888.80
** Vocational Program (approved programs)	\$367.00	\$404.00	\$403.70	\$444.40
Yearbook (Senior High)	\$1,151.00	\$1,266.00	\$1,266.10	\$1,392.60
Yearbook (Middle School)	\$930.00	\$1,023.00	\$1,023.00	\$1,125.30

Summer Training ~~\$12.00 per hour~~ \$15.00 per hour

**Pay for Performance Supplements**

- a. Statutory Supplements – Title I; Critical Shortage; D or F schools ~~\$150.00~~ \$165.00
- b. Teacher Leaders – Peer Coaching; Mentor Teacher; Curriculum Coaches ~~\$150.00~~ \$165.00
  - Peer coaching, with a commitment to conduct a minimum of six peer observations with feedback
  - Mentor teacher, with a commitment to support two or more new teachers
  - Curriculum coach, with a commitment to provide a minimum of three site-based professional development opportunities targeting School Improvement Plan priority goals.
- c. Speech Language Pathologists with the Certificate of Clinical Competence issued by the American Speech-Language-Hearing Association (ASHA) ~~\$250.00~~ \$275.00
- d. Those teachers who hold certification from the National Board for Professional Teaching Standards shall receive a yearly supplement of \$260.00.

ATHLETICS	2014-15	Experiential Lane (6+ Years)	2015-16	Experiential Lane (6+ Years)
Athletic Business Manager (Senior High/9 <sup>th</sup> Grade)	\$2,177.00	\$2,721.00	\$2,394.70	\$2,993.10
Athletic Director – Assistant (Senior High with enrollment exceeding 1,200 students offering full athletic program - differential paid at end of the year)	\$1,021.00	\$1,276.00	\$1,123.10	\$1,403.60
Athletic Director (9 <sup>th</sup> grade through 12 <sup>th</sup> grade)	\$4,762.00	\$5,953.00	\$5,238.20	\$6,548.30
Athletic Director (Middle School)	\$1,021.00	\$1,276.00	\$1,123.10	\$1,403.60
Athletic Director (7 <sup>th</sup> and 8 <sup>th</sup> Grade)	\$1,021.00	\$1,276.00	\$1,123.10	\$1,403.60
Athletic Trainer – All Sports (1 <sup>st</sup> semester) full time	\$5,000.00	\$ N/A	\$5,500.00	\$ N/A
Athletic Trainer – All Sports (2 <sup>nd</sup> semester) full time	\$5,000.00	\$ N/A	\$5,500.00	\$ N/A
Athletic Trainer – All Sports (1 <sup>st</sup> semester) part time	\$2,500.00	\$ N/A	\$2,750.00	\$ N/A
Athletic Trainer – All Sports (2 <sup>nd</sup> semester) part time	\$2,500.00	\$ N/A	\$2,750.00	\$ N/A
Baseball – Head	\$2,653.00	\$3,316.00	\$2,918.30	\$3,647.60
Baseball – Assistant	\$1,429.00	\$1,786.00	\$1,571.90	\$1,964.60
Baseball – Head JV	\$1,429.00	\$1,786.00	\$1,571.90	\$1,964.60
Basketball – Head	\$2,653.00	\$3,316.00	\$2,918.30	\$3,647.60
Basketball – JV	\$1,401.00	\$1,751.00	\$1,541.10	\$1,926.10
Basketball – Asst. Varsity	\$1,429.00	\$1,786.00	\$1,571.90	\$1,964.60
Basketball (Middle School)	\$1,361.00	\$1,701.00	\$1,497.10	\$1,871.10
Basketball (9 <sup>th</sup> Grade)	\$1,361.00	\$1,701.00	\$1,497.10	\$1,871.10
Cheerleader Sponsor – JV – Fall	\$1,088.00	\$1,361.00	\$1,196.80	\$1,497.10
Cheerleader Sponsor – JV – Winter	\$1,088.00	\$1,361.00	\$1,196.80	\$1,497.10
Cheerleader Sponsor – 9 <sup>th</sup> Grade – Fall	\$1,021.00	\$1,276.00	\$1,123.10	\$1,403.60
Cheerleader Sponsor – 9 <sup>th</sup> Grade – Winter	\$1,021.00	\$1,276.00	\$1,123.10	\$1,403.60
Cheerleader Sponsor (Middle School) (7 <sup>th</sup> and 8 <sup>th</sup> Grade) - Winter	\$1,021.00	\$1,276.00	\$1,123.10	\$1,403.60
Cheerleader Sponsor – Fall	\$1,190.00	\$1,488.00	\$1,309.00	\$1,636.80
Cheerleader Sponsor – Winter	\$1,190.00	\$1,488.00	\$1,309.00	\$1,636.80
Crew	\$1,021.00	\$1,276.00	\$1,123.10	\$1,403.60
Cross Country	\$1,429.00	\$1,786.00	\$1,571.90	\$1,964.60
Football – Head	\$3,402.00	\$4,252.00	\$3,742.20	\$4,677.20
Football – Head 9 <sup>th</sup> Grade	\$1,701.00	\$2,127.00	\$1,871.10	\$2,339.70
Football – Head JV	\$2,177.00	\$2,721.00	\$2,394.70	\$2,993.10
Football – Assistant JV	\$2,007.00	\$2,509.00	\$2,207.70	\$2,759.90
Football – Assistant (three positions at each school)	\$2,177.00	\$2,721.00	\$2,394.70	\$2,993.10
Football - 9 <sup>th</sup> grade Assistant (second position available with more than 35 participants)	\$1,190.00	\$1,488.00	\$1,309.00	\$1,636.80
Golf	\$1,429.00	\$1,786.00	\$1,571.90	\$1,964.60
Intramural Director (9 <sup>th</sup> to 12 <sup>th</sup> Grades)	\$1,021.00	\$1,276.00	\$1,123.10	\$1,403.60
Intramural Director (Middle School) (7 <sup>th</sup> and 8 <sup>th</sup> Grades)	\$1,021.00	\$1,276.00	\$1,123.10	\$1,403.60



\*Intramurals – Grades 9 through 12

\*\*Intramurals – Grades 7 and 8 and Middle School

Pool Manager	\$1,429.00	\$1,786.00	\$1,571.90	\$1,964.60
Soccer – Head	\$2,653.00	\$3,316.00	\$2,918.30	\$3,647.60
Soccer – Assistant	\$1,429.00	\$1,786.00	\$1,571.90	\$1,964.60
Soccer – JV	\$1,429.00	\$1,786.00	\$1,571.90	\$1,964.60
Softball – Head	\$2,653.00	\$3,316.00	\$2,918.30	\$3,647.60
Softball – Head JV	\$1,401.00	\$1,751.00	\$1,541.10	\$1,926.10
Softball – Assistant	\$1,429.00	\$1,786.00	\$1,571.90	\$1,964.60
Special Olympics	\$1,429.00	\$1,786.00	\$1,571.90	\$1,964.60
Swimming - Head	\$2,653.00	\$3,316.00	\$2,918.30	\$3,647.60
Swimming - Assistant (two positions at each school)	\$1,429.00	\$1,786.00	\$1,571.90	\$1,964.60
Tennis	\$1,429.00	\$1,786.00	\$1,571.90	\$1,964.60
Track – Head	\$2,653.00	\$3,316.00	\$2,918.30	\$3,647.60
Track – Assistant	\$1,429.00	\$1,786.00	\$1,571.90	\$1,964.60
Track (Middle School) (7 <sup>th</sup> and 8 <sup>th</sup> Grade)	\$1,021.00	\$1,276.00	\$1,123.10	\$1,403.60
Volleyball – Head	\$2,653.00	\$3,316.00	\$2,918.30	\$3,647.60
Volleyball – JV	\$1,429.00	\$1,786.00	\$1,571.90	\$1,964.60
Volleyball (9 <sup>th</sup> Grade)	\$1,361.00	\$1,701.00	\$1,497.10	\$1,871.10
Wrestling – Head	\$2,653.00	\$3,316.00	\$2,918.30	\$3,647.60
Wrestling – JV	\$1,429.00	\$1,786.00	\$1,571.90	\$1,964.60

#### Article XXV – Duration of Agreement

Board/Union TA 5.12.15

- A. ...beginning of the ~~2015-2016~~ 2016-2017 teacher work year.
- B. ...commence no later than ~~May 15, 2015~~ May 15, 2016 except...

APPENDIX "A"

Board/Union TA 8.31.15

Employee Hospitalization/Medical Plan

In addition to the employee benefits otherwise contained in the Collective Bargaining Agreement between the parties, the following employee benefits and other pertinent information shall become effective upon ratification by the employees and the School Board. Upon ratification these benefit plan rates are effective for the period of January 1, ~~2015~~ 2016 to December 31, ~~2015~~ 2016.

The Brevard Public Schools Health Plan for ~~2015~~ 2016

The following rates are based upon a monthly calculation:

Type	Premium Amount	Board Contribution	Employee Contribution
Employee	\$ 720.90	\$ 614.23	\$106.67
Employee /Spouse	\$1,058.10	\$ 614.23	\$443.87
Employee/Children	\$ 892.50	\$ 614.23	\$278.27
Employee/Family	\$1,175.70	\$ 614.23	\$561.47

Surcharge of \$250.00 for Spouse with insurance elsewhere.

Prescription Drug Plan

The prescription drug plan is available as part of the BPS Health Plan. ~~A \$300.00 deductible will apply to both preferred and non-preferred brand drugs. Once this deductible is met, P~~prescription drugs, limited to a thirty (30) day supply are paid at 100% at participating pharmacies, after a \$20.00 co-payment for generic; \$50.00 co-payment for preferred brand-name drugs; and \$125.00 co-payment for non-preferred brand name drugs. The above co-payments will be applied to each prescription and each refill.

Retail and Mail order service for long-term maintenance prescription drugs is available, limited to a 90-day supply. ~~For~~ Mail 90, there is a \$40.00 co-payment for generic drugs, ~~and once the \$300.00 deductible is met,~~ \$100.00 co-payment for preferred brand-name drugs, and \$250.00 co-payment for non-preferred brand-name drugs.

Retail 90, co-payments are \$60.00 for generic drugs, \$150.00 co-payment for preferred brand-name drugs ~~once the \$300.00 deductible met,~~ and \$375.00 co-payment for non-preferred brand-name drugs. The prescription drug plan has an annual out-of-pocket maximum of \$2,000.00 individual/\$4,000.00 for two or more.

Specialty drugs will be filled by the Pharmacy Benefit Manager's (PBM's) Specialty Pharmacy Home Delivery Program. This change will be phased in to allow the employee to retain two specialty fills before the required switch to the PBM's Specialty Pharmacy.

**Brevard Public Schools Health Plan**  
**Schedule of Benefits for Calendar Year 2015 2016**

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**Mental Health Plan**

The Mental Health Plan services are provided. ~~by Corporate Care Works (CCW).~~ This plan is available through the Brevard Public BPS Health Plan.

Benefit Feature	In-Network Employee Pays		Out-of-Network Employee Pays
Lifetime / Annual Maximum	None		
Calendar Year Deductible (CYD)			
Completed Biometric & Health Risk Assessment	\$500 individual - \$1,000 2 or more		\$1,000 individual - \$2,000 2 or more
Did Not Complete Biometric or Health Risk Assessment (does not apply to copay) (applies to co-insurance)	\$1,500 individual - \$3,000 2 or more		\$3,000 individual - \$6,000 2 or more
Out-of-Pocket Maximum Per Calendar Year ***	\$4,000 individual - \$8,000 2 or more		\$6,000 individual - \$12,000 2 or more
Both work for School Board = Combined Married Household	\$4,000 individual - \$8,000 2 or more		\$6,000 individual - \$12,000 2 or more
	Copay	Coinsurance	Coinsurance
In-Patient Hospital; average semi-private rate	\$600 copay	20% coinsurance	40% coinsurance after CYD
In-Patient Mental Health & Substance Abuse	\$600 copay	20% coinsurance	40% coinsurance after CYD
Outpatient Surgery	\$0	20% coinsurance	40% coinsurance after CYD
Emergency Room	\$250 copay plus 20% coinsurance		
Office Visit – PCP or Mental Health	\$30 copay	\$0	40% coinsurance after CYD
Office Visit – Specialist	\$50 copay	\$0	40% coinsurance after CYD
Urgent Care Center/Convenience Care	\$45 copay	\$0	40% coinsurance after CYD
BPS Preferred Health Centers	\$15 copay		
Preventive Care Benefits such as:*			40% coinsurance after CYD
Well Baby Exam	Subject to Health Care Reform (PPACA) Preventive Care Benefits are 100% covered within Clinical Guidelines based on age and gender		40% coinsurance after CYD
Well Child Exam			40% coinsurance after CYD
Annual Well Adult Exam			40% coinsurance after CYD
Mammography, PAP, & PSA Screenings			40% coinsurance after CYD
Colonoscopy Screening			40% coinsurance after CYD
Ambulance Services	\$0	20% coinsurance	40% coinsurance after CYD
Major Diagnostic Services (e.g., x-rays, MRI, PET etc)	\$0	20% coinsurance	40% coinsurance after CYD
Maternity Care	\$0	20% coinsurance	40% coinsurance after CYD
Outpatient Hospital Facility including but not limited to ambulatory surgery, diagnostic, laboratory, rehabilitation	\$0	20% coinsurance	40% coinsurance after CYD
Contracted Laboratory Services			40% coinsurance after CYD
Physician Office or Reference Laboratory	\$0	\$0	
Chiropractic Coverage	\$0	20% coinsurance	40% coinsurance after CYD
Limited to twenty (20) visits per calendar year			
Short-term rehabilitative Services (**PT, ST, OT, pulmonary)	\$0	20% coinsurance	40% coinsurance after CYD
Limited to a combined sixty (60) visits per calendar year			
Chemotherapy, Radiation Therapy at outpatient facility	\$0	20% coinsurance	40% coinsurance after CYD
Skilled Nursing Facility (includes rehab hosp & sub-acute facilities - limited to 120 days per calendar year)	\$0	20% coinsurance	40% coinsurance after CYD
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	20% coinsurance	40% coinsurance after CYD
Durable Medical Equipment (includes Diabetes Supplies)	\$0	20% coinsurance	40% coinsurance after CYD
Hospice	\$0	20% coinsurance	40% coinsurance after CYD
Cardiac Rehabilitative Services	\$0	20% coinsurance	40% coinsurance after CYD
Limited to 36 visits per calendar year			
Transplant Services -Max benefit for trans, lodging & meals \$10,000, subject to guidelines in Section IV of the plan document. (SPD)	\$0	20% coinsurance	40% coinsurance after CYD
External Prosthetic Devices	\$0	20% coinsurance	40% coinsurance after CYD
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 an exact 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 on the Benefits portion of the District website at [www.brevardschools.org](http://www.brevardschools.org).

**LETTER OF UNDERSTANDING**

**Board/Union TA 5.27.15**

The purpose of this Letter of Understanding is for the School Board of Brevard County (BPS) and the Brevard Federation of Teachers (BFT) to agree to a pilot implementation, on a trial basis, for the 2015-16 school year, as set forth in this Letter of Understanding. BPS and BFT acknowledge that this initiative is a mandatory subject of bargaining under Chapter 447, Florida Statutes, and have been negotiated and jointly agreed to by the BPS and BFT (hereinafter referred to as "the parties").

The BPS and the BFT agree to implement the following initiative during the 2015-2016 school year:

**Early Release**

Beginning the second week of the 2015-2016 school year, the parties agree that early release shall be every Wednesday of the school year. Students at each site shall be released a minimum of 75 minutes earlier than the typical dismissal time for the site. One early release Wednesday of each month may be used for site-based professional development at the discretion of the Principal. All other remaining early release Wednesdays will be for teacher planning. The day after the end of the third nine (9)-week grading period shall be designated as on-site teacher planning day. The day between semesters and the post-planning day will be at the teacher's discretion as long as check-out procedures have been completed.

The terms of this Letter of Understanding are for the 2015-16 school year only. This Letter of Understanding sunsets on June 30, 2016 and shall be of no further force or effect. To the extent that any of the provisions of this Letter of Understanding are inconsistent with any of the provisions of the parties' current collective bargaining agreement, the terms of this Letter of Understanding shall control.

**FOR THE SCHOOL BOARD OF BREVARD  
COUNTY, FLORIDA**

\_\_\_\_\_  
Dr. Desmond Blackburn  
Superintendent

\_\_\_\_\_  
Date

**FOR THE BREVARD FEDERATION OF TEACHERS**

\_\_\_\_\_  
Richard Smith  
President

\_\_\_\_\_  
Date