

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

TEACHER SALARY INCREASE ALLOCATION – 1011.62(16)
SY22 REVISION

Whereas F.S. 1011.62(16) became law July 1, 2020; and

Whereas F.S. 1011.62(16) directs the definition and use of a Teacher Salary Increase Allocation provided by the State; and

Whereas Brevard Public Schools proportional share in 2020 was \$11,366,243 of which 80% of this amount was statutorily designed to raise minimum base salary; and

Whereas, in 2020, by using 80% or \$9,092,994, the minimum base salary for teachers in Brevard Public Schools was increased to \$46550; and

Whereas the allocation for Brevard Public Schools proportional share in 2021 was originally determined to be the same \$11,366,243, of which 80% was to be for maintaining and raising the minimum base salary but in actuality was later corrected by the State; and

Whereas the \$11,366,243 originally determined to be the amount of which 80% increased the minimum base salary to \$46800; and

Whereas the amount provided by the State to *maintain* salaries was later corrected by the State, in an email dated February 8, 2022, to be \$10,902,790; and

Whereby the difference between the corrected allocation of \$11,993,068 and \$10,902,790 is \$1,090,278 and is the amount to be used for growth; and

Whereas 80% of \$1,090,278 is what must be used, statutorily, to raise minimum base salary in SY22;

Now, therefore, the newly calculated minimum base salary for Brevard Public Schools, for SY22, is \$47,000 and must be submitted, in an approved plan, to the State in order for funds to be released.

SCHOOL DISTRICT OF BREVARD COUNTY, FL

BREVARD FEDERATION OF TEACHERS

BY: Karyle Green 5-9-22
Karyle Green, Ed.D. Date
Director, Professional Standards/Labor Relations

BY: Anthony Colucci 5-9-22
Anthony Colucci Date
President

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All teachers who received \$45 from TSIA SY 2022 funds, because their salary was above the originally calculated minimum base salary of \$46800, will receive a recurring \$200 raise to be paid on or before teachers' last paycheck, and at the same time the other TSIA SY 2022 funding is paid out, provided they do not meet the newly calculated minimum base salary of \$47000.

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Anthony Colucci Date
President

5-10-22 - Active means "in a paid status." May qualify for 1 + not another

Premium Pay for School Year 2023

Premium Pay	Number of Members		Total cost with fringe
	Amount	of the Bargaining Unit Total	
September 15, 2022 - returning members of the bargaining unit will receive a one-time premium pay if they were employed with BPS on 5/27/2022 and are active August 15, 2022	\$1,000	4,300	\$4,656,169
September 15, 2022 - members of the bargaining unit who have completed 8 years with BPS and are active on August 15, 2022, will receive a one-time premium pay	\$1,000	2,738	\$2,964,789
November 15, 2022- all members of the bargaining unit who were active on October 14, 2022 will receive a one-time premium pay	\$1,200	4,700	\$6,107,161
February 28, 2023 all members of the bargaining unit who were active on January 27, 2023 will receive a one-time premium pay	\$1,200	4,700	\$6,107,161
		Fringe Calculation 0.08283	\$19,835,280

Each premium pay is independent from the others. All teachers, short term teachers and part time teachers are included (part time teachers at a pro-rated amount). The If the full \$19,835,280 is not fully expended, or is over-expended, distribution or recovery of the remaining amount shall be determined by mutual agreement between BPS and BFT.

SCHOOL DISTRICT OF BREVARD COUNTY, FL

BY: Karyle Green 5-9-22
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ARTICLE XVII – SALARY – PAY FOR PERFORMANCE

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 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; and

WHEREAS, the placement schedule contained within Article XVII reflects initial placement only; and

WHEREAS, with the legislative action known as Teacher Salary Increase Allocation (TSIA), as well as the placement of teachers hired to the District with previous Florida experience, there are some teachers earning a salary higher than currently situated District employee(s) creating a salary inequity.

NOW, THEREFORE Brevard Public Schools agrees to resolve said inequities for the aggrieved BFT employees, working collaboratively to identify said employees, provided that the placement schedule is modified immediately as reflected below. Brevard Public Schools agrees to provide this compensation on or before June 30, 2022.

To be included in 2022-23 contract:

Teachers entering Brevard Public Schools with previous years of experience will be credited with no more than twenty (20) years' experience for compensation purposes.

Years 0-20 in the placement schedule is minimum base salary.

SCHOOL DISTRICT OF BREVARD COUNTY, FL

BREVARD FEDERATION OF TEACHERS

BY: Karyle Green ⁵⁻⁹⁻²²
Karyle Green, Ed.D. Date
Director, Professional Standards/Labor Relations

BY: Anthony Colucci ⁵⁻⁹⁻²²
Anthony Colucci Date
President

ONE TIME ADDITIONAL TEACHER PAY - SY22, SY23, SY24 ONLY

TITLE	SCHOOL LEVEL	NUMBER PER SCHOOL	AMOUNT	ADDITIONAL INFORMATION	YEAR
Intramurals - Boys	Middle Schools only	2	\$500	Volleyball and Soccer	SY 23 & 24
Intramurals - Girls	Middle Schools only	2	\$500	Volleyball and Soccer	SY 23 & 24
Additional Clubs	Elementary	1	\$500	School Choice	SY 23 & 24
Additional Clubs	Middle	2	\$500	School Choice	SY 23 & 24
Additional Clubs	High	3	\$500	School Choice	SY 23 & 24
Supplement to athletics/extra-curriculars pay	All		25%		SY 22, 23 & 24
Additional pay for optional class	All		Double		SY 22, 23 & 24
Adding ESE certification*	All		\$150	Reimbursable for passing exam	SY 23 only
			\$75	Reimbursable to add to certificate	SY 23 only
			\$2,000	Completing all sessions of PD Pathways	SY 23 only
Adding Autism Endorsement*	All		\$75	Reimbursable to add to certificate	SY 23 only
			\$1,000	Completion of coursework required by FLDOE	SY 23 only
May 5, 2022					
Crisis Response & Recovery on call social workers		2	\$1,000		SY 22, and 23

*Teachers cannot remove the certification for 1 certification period following initial addition to certificate.

SCHOOL DISTRICT OF BREVA | BREVARD FEDERATION OF TEACHERS

BY: *Karyle Green* 5-5-22 Date: _____
 Karyle Green, Ed.D. Director, Professional Standards/Labor Relations
 BY: *Anthony Colucci* 5-9-22 Date: _____
 Anthony Colucci President

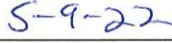
**MEMORANDUM OF AGREEMENT
BETWEEN
BREVARD PUBLIC SCHOOLS
AND
THE BREVARD FEDERATION OF TEACHERS**

Brevard Public Schools and the Brevard Federation of Teachers hereby confirm the following agreements related to members of the bargaining unit required to quarantine from COVID-19.

Members of the bargaining unit who are required to quarantine for COVID-19 based on local or state guidance will be eligible for up to five (5) days of paid leave in School Year 2022 - 2023. Proper documentation consistent with BPS guidelines is required




Anthony Colucci, President
Brevard Federation of Teachers



Date



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



Date