

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.

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.

Section G – Assignments and transfers

1. *Voluntary Transfer from School to School*

- f. 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.

ARTICLE VIII – JROTC (TYPE “G” EMPLOYEES)

~~1. 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.~~

~~2. 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.~~

~~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.~~

- 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.

- F. Specific to the JROTC branch of the Air Force, upon separation from the district of a current eleven (11) month “G7” airman/airwoman, the newly hired airman/airwoman will serve in a ten (10) month “GA” position.
- G. Specific to the JROTC branch of the Army, upon separation from the district of a current twelve (12) month “GL” Army soldier, the newly hired soldier will serve in a ten “GA” (10) month “GA” position.
- H. Effective July 1 of each year, Type “GL” employees shall be credited with paid vacation leave at an accrual rate of two and one-half (2-1/2) days for each calendar month the teacher is regularly employed.
 - a. Vacation days shall not be used on those days designated as workdays as provided herein.
 - b. Type “G” employees shall receive no reimbursement for such loss of accrued vacation leave.
 - c. Vacation day accrual resets to zero (0) July 1 of each fiscal year. A “GL” instructor whose contract year ends June 30, and whose last work day is June 30 or prior, but whose retirement date is July 31, receives his/her respective accrued vacation pay for that fiscal year ending June 30.
 - d. Twelve (12) month, Type “GL” employees may be eligible for vacation pay on their last year of service based on the month of separation.
 - e. The daily rate of pay for Type “G” employees shall be computed at one two hundred and forty-fifth (1/245) (or one two hundred and forty-sixth (1/246) of their applicable annual salary.
 - f. Advanced degree supplements will be paid in compliance with Article XVII.D.

ARTICLE XIV - LEAVES OF ABSENCE

Section B - Paid Leaves

7. Parental Leave-

Up to 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.
- d. Members of the bargaining unit may not participate in sick leave buy back in any year in which they use parental leave.

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 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.

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.

ARTICLE XVII – SALARY

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	Estimated Salary Cost
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
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
GROUP 3			
a. Teachers Excluded from Group 1 Under \$46,550	241.581	1.35 % OR \$710	138,752.35
b. All Teachers Above \$46,550	2,412.088	1.35 % OR \$710	1,763,087.69
c. All Teachers Above \$46,550 bringing their raise to \$850	2,412.088	\$140	337,692.32
GROUP 4			
Teachers Excluded from Group 1 Under \$46,550	241.581	46,550	828,876.71
		80% TSIA	20% TSIA
TOTAL ESTIMATED COST		8,792,740.11	2,325,949.64
REMAINING FUNDS		300,254.29	(52,701.04)

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.

ARTICLE XVIII – DIFFERENTIATED PAY PLAN

Professional	less than 6 years	6+ years
<u>P.I.E. Partners in Education</u>	<u>300</u>	<u>N/A</u>
<u>Mentoring - 1 new teacher</u>	<u>165</u>	<u>N/A</u>
<u>Mentoring 2+ new teachers</u>	<u>300</u>	<u>N/A</u>
<u>Lead Mentor</u>	<u>300</u>	<u>N/A</u>

Co-Curricular	less than 6 years	6+ years
<u>Band (senior)</u>	<u>2662</u>	<u>2800</u>
<u>Band Marching Band</u>	<u>1023</u>	<u>1125</u>

Extra-Curricular	less than 6 years	6+ years
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Athletics	less than 6 years	6+ years
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APPENDIX A

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 rates are effective for the period of January 1, ~~2020~~ 2021 to December 31, ~~2020~~ 2021, and continuing until a change agreed to by both parties is made, are as follows: Starting 1/1/2021, the Board will offer two separate employee health plans for staff to choose from:

1. Silver Plan premiums per month will be as follows:

<u>Type</u>	<u>Premium Amount</u>	<u>Board Contribution</u>	<u>Employee Contribution</u>
<u>Employee</u>	<u>\$612.39</u>	<u>\$505.72</u>	<u>\$106.67</u>
<u>Employee/Spouse</u>	<u>\$1,350.71</u>	<u>\$906.84</u>	<u>\$443.87</u>
<u>Employee/Children</u>	<u>\$1,103.72</u>	<u>\$825.45</u>	<u>\$278.27</u>
<u>Employee/Family</u>	<u>\$1,841.06</u>	<u>\$1,279.59</u>	<u>\$561.47</u>

Surcharge of \$250.00 per month for a Spouse with medical insurance elsewhere; surcharge of \$50.00 per month if employee or covered spouse uses tobacco.

1. Gold Plan premiums per month will be as follows:

<u>Type</u>	<u>Premium Amount</u>	<u>Board Contribution</u>	<u>Employee Contribution</u>
<u>Employee</u>	<u>\$638.39</u>	<u>\$505.72</u>	<u>\$132.67</u>
<u>Employee/Spouse</u>	<u>\$1,430.71</u>	<u>\$906.84</u>	<u>\$523.87</u>
<u>Employee/Children</u>	<u>\$1,153.72</u>	<u>\$825.45</u>	<u>\$328.27</u>
<u>Employee/Family</u>	<u>\$1,931.06</u>	<u>\$1,279.59</u>	<u>\$651.47</u>

Surcharge of \$250.00 per month for a Spouse with medical insurance elsewhere; Surcharge of \$50.00 per month if employee or covered spouse uses tobacco.

Prescription Drug Plan

Retail and Mail order service for long-term maintenance prescription drugs is available, limited to a 90-day supply. Mail 90, there is a \$40.00 co-payment for generic drugs, \$100.00 co-payment for preferred brand-name drugs, and ~~\$250~~ **\$300** 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 and ~~\$375~~ **\$450** co-payment for non-preferred brand-name drugs.

The Silver plan and Gold plan prescription drug plan has an in-network annual out-of-pocket maximum of \$2,200 individual/\$4,400 for two or more.

2021 PLAN YEAR						
		GOLD PLAN		SILVER PLAN		
TYPE OF SERVICE	Network = Cigna's Open Access Plan (same as 2020)		Parrish & Steward Hospital Systems & their Affiliates plus Independent Physicians in Brevard County and all Cigna 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	Wellness: \$3,000/\$6,000	Wellness: \$750/\$1,500	Wellness: \$1,250/\$2,500		
	1/2 Wellness: \$2,000/\$4,000	1/2 Wellness: \$4,000/\$8,000	1/2 Wellness: \$1,250/\$2,500	1/2 Wellness: \$2,250/\$4,500		
	Non-Wellness: \$2,500/\$5,000	Non-Wellness: \$5,000/\$10,000	Non-Wellness: \$1,750/\$3,500	Non-Wellness: \$3,250/\$6,500		
COINSURANCE (mbr paid)	20%	50%	20%	40%		
ANNUAL OUT OF POCKET MAXIMUM (Indiv/Fam)	\$5,500/\$11,000	\$12,500/\$25,000	\$4,500/\$9,000	\$6,500/\$13,000		
	(Medical)	(Medical)	(Medical)	(Medical)		
OFFICE VISITS						
Primary Care office visit	Tier 1*: \$30 / Non-Tier 1: \$45	50% AD ³	\$30	40% AD ³		
Specialist office visit	Tier 1*: \$50 / Non-Tier 1: \$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) Outpt/ Non-preferred	20% AD	50% AD	20% AD	40% AD		
PHARMACY BENEFITS						
Separate Out-of-Pocket Maximum (OOPM)	Indiv /Family: \$2,200 /\$4,400	Not Covered	Indiv /Family: \$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

* Tier 1 = For lower copay, provider must have the Tier 1 symbol --  Tier 1 Provider next 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

³ AD = After Deductible

Monthly Rates			
GOLD PLAN		SILVER PLAN	
TIER	EE Cost	TIER	EE Cost
Employee Only	\$132.67	Employee Only	\$106.67
Employee + Spouse	\$523.87	Employee + Spouse	\$443.87
Employee + Child(ren)	\$328.27	Employee + Child(ren)	\$278.27
Employee + Family	\$651.47	Employee + Family	\$561.47

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 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

**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 be carried forward to the 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 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

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 Teacher Salary Allocation (HB 641).

By the end of the first semester, Brevard Public Schools and the Brevard Federation of Teachers shall jointly create a 2020-2021 Placement Salary Schedule to be included in the 2020-2021 Collective Bargaining Agreement. This schedule will reflect the newly created minimum salary and will seek to compensate teachers newly hired to the district at a commensurate level with current teachers with similar experience. Until such scale is created, all teachers newly hired to the district with less than 21 years of experience shall be placed at the new minimum. For teachers with 21 years or more of experience, they will be placed according to the 2019-20 Placement Scale. If the new scale includes higher salary amounts than what the the newly hired teachers were placed at, these teachers' pay shall be adjusted retroactively.

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 Brevard Public Schools