

**THE SCHOOL DISTRICT OF BREVARD COUNTY, FL AND  
INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES (IUPAT, LOCAL 1010)  
MEMORANDUM OF UNDERSTANDING**

**MILLAGE**

**Whereas**, Brevard Public Schools is seeking a method to address employee salaries and to maintain a self-funded benefits program (among other things); and

**Whereas**, as a method for Brevard Public Schools to earn additional revenue for employee compensation and benefits is through a county-supported ballot initiative for a millage; and

**Whereas**, a millage will be placed on the ballot in November 2022; and

**Whereas**, this millage, upon being voted in successfully will provide additional revenue to use toward employee salaries and benefits;

**Therefore**, the following tenets for additional salary and benefits for Brevard Public Schools IUPAT, Local 1010 will include the following:

- FRS Eligibility
- Eighty (80) percent of the millage revenue is allotted to compensation and benefits. Of that, eighty-three (83) percent is for compensation and benefits for budgeted salaries in all funds. Of the 83%, the allotment for the IUPAT, Local 1010 compensation and benefits is 16% based on current calculation.
- The millage shares will be paid on a schedule of 20 pays. If the district payroll operational system does not accept the programming configurations for 20 pays, the parties agree to discuss and revise the number of pays.
- If payment does not begin on August 31, 2023, it will be paid retroactively.
- The employee total count will be determined on the last day of the previous school year.
- The percentage of a share provided to IUPAT, Local 1010 is identified in Appendix A.
- If the amount of the funds dispersed to the IUPAT, Local 1010 unit is less than the agreed upon percentage for Compensation and/or Benefits for their members, and the underpayment is less than \$200 per person if divided equally, the funds will be used as a contribution to the Brevard Public Schools' Health Insurance Trust Fund (as a one-time infusion to strengthen the "Required Fund Balance") as supported by the Citizens Financial Oversight Committee (CFOC). If the underpayment of the funds allocated to IUPAT, Local 1010 members is more than \$200 per person if divided equally, the funds will be added to the next year's amount to be utilized during recalculation of the share for the subsequent year
- If the amount of funds dispersed to IUPAT Local 1010 exceeds the amount projected based on the yearly recalculation, both parties agree to return to the bargaining table to discuss remedies.

- Prior to December 21, 2022 all IUPAT, Local 1010 employees will have an opportunity to review their years of service with the district to determine their accuracy. Any concerns about years of service must be expressed, in writing, by March 10, 2023 in order to be considered for the purposes of millage payments only. This recalculation is for millage purposes only and shall not be considered for salary placement or other adjustments related to the member's salary.
- Non-benefits eligible members of the bargaining unit will receive half of the amount for which they are eligible.

### Contingencies

This agreement will only be valid provided that:

- The millage, projecting an approximate revenue for Brevard Public Schools over a four (4) year period of time, providing a commitment to employee compensation and benefits, placed on the November 2022 ballot, is successful. (Additional Compensation Program)

### SCHOOL DISTRICT OF BREVARD COUNTY, FL

BY: Karyle Green 9-12-22  
Karyle Green, Ed.D. Date  
Director, Professional Standards/Labor Relations

BY: Delores Varney 9-12-22  
Delores Varney Date  
Business Representative

## APPENDIX A

Estimated IUPAT Allocation	5,744,000.00
<b>Balance for Net Distributions (less fringe)</b>	<b>4,778,702.16</b>
Total Shares Available	1,110.75
Value of Each Share	4,302.23

Brevard Years of Service	# of IUPAT Employees	Benefits	Shares per year(s) of Service	Total
0	144	Non-Benefits	0.05	30,976.06
0	357	Benefits	0.10	153,589.62
1	85	Non-Benefits	0.05	18,284.48
1	211	Benefits	0.10	90,777.06
2	30	Non-Benefits	0.10	12,906.69
2	128	Benefits	0.20	110,137.09
3	61	Non-Benefits	0.10	26,243.60
3	174	Benefits	0.20	149,717.61
4	32	Non-Benefits	0.15	20,650.70
4	139	Benefits	0.30	179,403.00
5	21	Non-Benefits	0.15	13,552.03
5	103	Benefits	0.30	132,938.91
6	27	Non-Benefits	0.20	23,232.04
6	106	Benefits	0.40	182,414.56
7	30	Non-Benefits	0.20	25,813.38
7	120	Benefits	0.40	206,507.05
8	17	Non-Benefits	0.25	18,284.48
8	88	Benefits	0.50	189,298.13
9	8	Non-Benefits	0.25	8,604.46
9	67	Benefits	0.50	144,124.71
10	7	Non-Benefits	0.30	9,034.68
10	65	Benefits	0.60	167,786.98

11	6	Non-Benefits	0.30	7,744.01
11	52	Benefits	0.60	134,229.58
12	10	Non-Benefits	0.35	15,057.81
12	37	Benefits	0.70	111,427.76
13	3	Non-Benefits	0.35	4,517.34
13	28	Benefits	0.70	84,323.71
14	8	Non-Benefits	0.40	13,767.14
14	51	Benefits	0.80	175,530.99
15	13	Non-Benefits	0.40	22,371.60
15	62	Benefits	0.80	213,390.62
16	9	Non-Benefits	0.45	17,424.03
16	66	Benefits	0.90	255,552.47
17	10	Non-Benefits	0.45	19,360.04
17	50	Benefits	0.90	193,600.36
18 or more	24	Non-Benefits	0.50	51,626.76
18 or more	359	Benefits	1.00	1,544,500.63

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4,778,702.16

Active as of 09/08/22