

**THE SCHOOL DISTRICT OF BREVARD COUNTY, FL AND
THE BREVARD FEDERATION OF TEACHERS
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 teachers 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 Brevard Federation of Teachers compensation and benefits is 69% based on current calculation.
- Eighty (80) percent of the millage revenue is allotted to compensation and benefits. Of that, 10.5% is allotted to supplements.
- 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 return to the table to discuss and agree to 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 teachers is identified in Appendix A.
- See Appendix B for an approximate amount of the supplement according to the 2021-2022 Tax Roll. Both parties understand the tax roll will change from year to year.
- If the amount of the funds dispersed to the BFT unit is less than the agreed upon percentage for Compensation and/or Benefits for BFT, 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 BFT 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 BFT 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 teachers will have an opportunity to review their years of service and provide verification of experience for outside years not submitted. Additional years of experience must be submitted 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, leapfrogging, 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.
- Teachers on short-term contracts will receive a prorated supplement.

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
TEACHERS**

BREVARD FEDERATION OF

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

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