



Engaging & Empowering Educators

2018-2019 and 2019-2022 Tentative Agreements

MOST FREQUENTLY ASKED QUESTIONS

Q: Why did we settle on 2.16% (2.17 HE and 1.63 E) and only back to January 1, 2019?

A: 2018-2019 was a very tight year for education funding. Like all other Florida school districts, the BCPS receives an allocation of money per student from the state's budget. The amount the District received from the State for 2018-19 was a paltry 47 cents per-student increase.

During contract negotiations, the District said it could only offer a 1.25% increase if it covered the entire 2018-19 school year. Our economic analysts also reviewed the budget and confirmed the money available for raises. **A 2.16% increase for half of this year is better for all teachers in the long run because the higher percentage, though delayed about 5 months, increases your base salary by a higher percentage for years to come.**

Q: How was the referendum money distribution determined?

A: The negotiations team focused on a solution that would level the playing field for the many teachers who missed the "big jump" the year that steps were eliminated due to a change in the law in 2011. Namely, those teachers on levels O-R.

PFP teachers are at the \$2500 amount, but many PFP teachers will also be eligible for the equity adjustment for years of service as reflected on page E-3 of Appendix E.

The tentative agreement locks in the distribution amounts for 2019-2020 and allows BTU to re-negotiate the distribution of referendum funds for the second, third and fourth years of the referendum.

Q: Why do the contracts not include a "step increase"?

A: **Steps were eliminated** in 2011 due to a change in State law. THE LEVEL YOU ARE CURRENTLY ON IS THE LEVEL YOU WILL ALWAYS BE ON; LEVELS ARE NOT STEPS. YOUR RAISES ARE A YEARLY PERCENTAGE INCREASE BASED ON WHAT IS NEGOTIATED. **In many cases the yearly percentage increases have been higher than the steps would have been.** If you're unsure of your level, it is listed on your pay stub.

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Q: Will Pre-K teachers be receiving a Best & Brightest bonus?

A: Since the State did not fund Best & Brightest bonuses for Pre-K teachers, but the School Board announced that they would be paid this bonus, the School Board will fund the bonuses this year. BTU and the District are working to amend State law to include Pre-K teachers and others who are excluded by the state statute's definition of classroom teachers.

Q: Who negotiated this Contract for BTU?

A: The negotiating team is composed of a cross section of BTU members representing certified education professionals (teachers, social workers, etc.) of all grade levels who are at a variety of levels on the salary scale. The chief negotiator is BTU President Anna Fusco. Our team includes an attorney who specializes in Labor Law to address legal issues.

Q: I thought we selected our insurance during open enrollment. Wasn't it already "locked in" for 2019?

A: No, it was not locked in. The District actually brought a proposal to the table that would have had employees paying a portion of their premiums retroactively to January 1, 2019. The Union fought vigorously to keep all three insurance plans free for all employees.

Q: Why do we have so few "Highly Effective" teachers compared to our neighboring districts?

A: That will change with this agreement. The formula that your final evaluation is based on and the value of the "Applying/Accomplished" data mark will change. The District is predicting we will end up with more than 60% highly effective as a result of these changes. This will help those teachers on Pay for Performance and make it easier for all teachers to qualify for the state's Best and Brightest bonus program.