



Engaging & Empowering Educators

2018-2019 and 2019-2022 Tentative Agreements

WHAT A “YES” VOTE MEANS

- We have a new three (3) year contract through August 22, 2022 (subject to school board ratification).
- 2.16% across-the-board base retroactive salary increases, which you will see in your paychecks by the end of the school year and will remain in place going forward. (2.17% for PFP Highly Effective teachers and 1.63% for PFP Effective teachers in accordance with state law.)
- Our contract is locked in place, and the 2019-2022 agreement will be re-opened each year to negotiate additional salary and economic increases, insurance, and up to two additional articles.
- Referendum Supplements will be effective in the first pay check of the 2019-2020 school year.
- The same percentage of referendum funding (66.7% of funds collected) will be made available for the BTU EP unit for each of the four years; however, the specific distribution of referendum amounts by level will be negotiated each year.
- Equity adjustments will be made to increase salaries of all current education professionals earning less than new hires from outside the District who have equivalent years of experience (approximately 3,400 current teachers will get this increase)
- Improvements to the evaluations system will go into effect for this school year which will increase the scores of almost all teachers.

WHAT A “NO” VOTE MEANS

- We don't have a new contract—the contract remains status quo and we must go back to the table and begin negotiations over again.
- If we don't reach an agreement at the table, we must proceed with the impasse procedure as required by Florida law.
 - Pursuant to the impasse procedure, a special magistrate will issue a non-binding *recommendation*.
 - If the special magistrate's recommendation is rejected by the District, it will be submitted to the School Board who will take such action as it deems to be in the public interest.
 - If the BTU EP bargaining unit rejects the School Board's conclusion, **the School Board's unilateral decision will be imposed and will become part of the new agreement.**
- We could lose some of the gains that have been negotiated. For example:
 - Salary increases, supplements, and other increases will not go into effect as we continue to negotiate.
 - Referendum funding may not be available at the same level for all four years of the referendum.
 - There may be no improvements to the evaluations systems, depriving more education professionals from the opportunity to earn a highly effective rating.

Please read the full text of both tentative agreements prior to casting your vote.