

## EP Referendum/HB 641 Distribution Ratification - FAQ

**What is covered in the Tentative Agreement?** The Tentative Agreement only covers the allocation of funds from [House Bill \(HB\) 641 \[add link\]](#) and [the referendum passed by Broward County voters in November 2018](#). Every member of the bargaining unit is getting a salary increase from HB 641 funds and a supplement from referendum funds. The Tentative Agreement requires the parties to return to the bargaining table by October 31 to discuss salary increases from District funds, as state budget holdbacks resulting from the pandemic are still unknown.

**How are the HB 641 funds distributed?** The funding provided by the Legislature for HB 641 has specific statutory requirements, including that all classroom teachers be brought up to a minimum salary of \$47,500 before the remaining funds could be used for other salary increases. Governor DeSantis only prioritized raising minimum teacher salaries without regard to the salaries of veteran teachers, and the resulting legislation gives some teachers larger increases than others. The funds remaining after initial requirements are met are evenly distributed by the Tentative Agreement to give all other bargaining unit employees a base salary increase of 1.3%.

**How are the Referendum Funds distributed?** Available referendum funds are distributed in manner that gives higher supplements to those who received smaller increases from HB 641, so that everyone gets an increase in total compensation over last year. [Click here](#) to see the distribution of HB 641 and referendum funds.

**How was this Tentative Agreement reached?** The District has an obligation to negotiate the distribution of referendum and HB 641 funds, subject to legal requirements on funding allocations. You have a team of negotiators that, with your input, worked to reach this Tentative Agreement. The BTU negotiations team consists of fellow BTU members, officers, staff, attorneys, and accounting experts and the support FEA, AFT and NEA. Only the members of the bargaining unit can approve or reject this tentative agreement.

**The District must have more money, where is it?** Although there may be some savings associated with the switch to e-learning since March 16, 2020, there are several increased costs required to ensure the safest possible return to brick-and-mortar. Additionally, the District is bracing for an expected hold back of state funding as a result of the drop in state tax revenue since the pandemic began and potential decreased funding from a drop in student enrollment. We will continue to monitor the District's budget and the financial reports closely and will negotiate salary increases accordingly.

**Why am I stuck on the same step?** Steps no longer exist, and haven't since the Legislature changed the law in 2011. If you are a grandfathered teacher, your assigned salary level letter (C-U) will be your letter for the rest of your career. **IT IS NOT A STEP.** Your salary increases are not based on your assigned letter.

**What if I don't know what level I am?** Please log into the Employee Self Service/ESS or contact payroll as the union does not have access to each individual's payroll records.