



FACT SHEET: Teacher-contract negotiations

The following table compares the Brevard Federation of Teachers' opening request for salary raises and the school district's initial (not final) offer.

District	BFT
<p><u>Opening/Initial offer: 3.5%*</u></p> <ul style="list-style-type: none"> • 3.5% raise in base pay for 4,149 teachers rated "highly effective" on performance evaluations. • 2.5% increase for 314 teachers rated "effective" • \$550 recurring raise for 2,416 teachers actively employed prior to July 1, 2007 (equivalent to 12+ years of experience) <p>* Offer is a "true percentage" raise, a model meant to help the most experienced Brevard teachers catch up with bigger dollar-amount raises to counter salary compression.</p> <p>For teachers at different salary levels, the 3.5% raise would deliver the following increases in base pay:</p> <ul style="list-style-type: none"> • \$39,026 entry-level salary: \$1,366 raise • \$48,634 average teacher salary: \$1,702 raise • \$60,000 salary near top of scale: \$2,100 raise 	<p><u>Opening request for salary raises: 4.8%*</u></p> <ul style="list-style-type: none"> • \$2,300 for 4,149 teachers rated "highly effective" on performance evaluations. • \$1,725 for 314 teachers rated "effective" • \$2,000 for 2,416 teachers who enter their 12th year of service for BPS. (Nearly half of BPS teachers would qualify.) <p>* Percentage calculated from flat dollar amounts requested by the union.</p>

Salary raises in neighboring school districts for 2019-2020

- **Orange:** 4%, offset by 10% increase in health premiums (proposed)
- **Osceola:** \$1,200 for highly effective, \$900 for effective
- **Seminole:** 3%
- **Volusia:** 2%-2.5%

Steps highlighted by Brevard County School Board and superintendent to show “good faith” in 2019-2020 bargaining

- Making the 2018-2019 raise retroactive, which was not statutorily required.
- Hiring outside experts to verify key financial data.
- Expeditiously pursuing bargaining for 2019-2020 teacher contract, including four consecutive days of compressed negotiations.
- Sharing documents requested by BFT and responding to new requests.
- Continuing to be ready daily for a return to negotiations.
- Setting a goal of making raises available to teachers before Thanksgiving.