06-24-2019 Impasse Resolution

The School Board of Brevard County, Florida met in special session for a public hearing for the purpose of resolving issues of impasse on Monday, June 24, 2019, at the Educational Services Facility, 2700 Judge Fran Jamieson Way, Viera, Florida. Notice of the meeting was advertised in the Florida Today newspaper on Thursday, June 13, 2019. The affidavit of publication with a copy of the ad attached is filed in the Affidavit File in the Board Office.

Opening Exercises

1. Call to Order

Minutes:

Chairman Descovich called the meeting to order at: 9:00 a.m.

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A Court Reporter from Ryan Reporting in Rockledge was present. A copy of the transcript has been ordered.
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Roll Call

2. Roll Call

Minutes: Members Present: Misty Belford, Cheryl McDougall, Tina Descovich, Matt Susin and Katye Campbell

Pledge of Allegiance

3. Pledge of Allegiance
Minutes: Chairman Descovich led the Pledge of Allegiance.

Procedural History/Issues to be Resolved/Exhibits

4. Procedural History

Minutes: Chairman Descovich provided the Board and viewing audience a synopsis of procedural history that resulted in the Impasse Resolution Hearing.

5. Issues to be Resolved

Minutes: Chairman Descovich outlined the issues before the Board that needed action by way of vote.

6. Impasse Hearing Exhibits

Attachment: Impasse Hearing Exhibits for 6-24-19 Hearing_ALL Exhibits (6-20-19).pdf

Introduction of Parties

7. Introduction of Parties

Minutes: Chairman Descovich asked to let the record reflect that all School Board Members were in attendance and that Pam Escobar, Board Clerk and Amy Envall, General Counsel for the School Board, were also on the dais. She asked for each party to introduce themselves.

Presentation of Cases by Parties Followed by Questions

8. Presentation by the School District

Attachment: Impasse Hearing Exhibits for 6-24-19 Hearing_ALL Exhibits (6-20-19).pdf

Minutes: Dr. Mark Mullin provided his presentation to the Board and viewing audience. He was given 30 minutes in which to present.

9. School Board Questions of the School District's Presentation

Minutes:

Board members were given an opportunity to ask questions regarding the presentation
provided by Dr. Mullins.

Board members asked for clarification and further information about the documents and calculations asking for explanation about why the amounts differed and how they were calculated.

There was extensive discussion on the attrition rates presented by both the District and the Union.

10. Presentation by the BFT

Minutes:

Anthony Colucci, President of Brevard Federation of Teachers (BFT) and Angela Dawson, Bargaining/Advocacy Specialist, Florida Education Association, presented their presentation to the Board and viewing audience.

11. School Board Questions of the BFT's Presentation

Minutes:

At this time, the Board asked questions regarding the presentation of information by Brevard Federation of Teachers.

Clarifying questions were asked regarding exhibits that had been presented.

School Board Final Questions and Deliberation

12. Questions and Deliberation by the School Board

Minutes:

Chairman Descovich explained that the presentations were concluded and pursuant to section 447.403, Florida Statutes, the Board, as the legislative body, will take such action it deems to be in the public interest, including the interest of the public employees involved, to resolve all disputed impasse issues. She told her fellow Board members, that they may ask any final questions for either party at this time.

Chairman Descovich called for a brief recess at 11:00 a.m.
She reconvened the meeting at 11:10 a.m.

Board member asked questions of both parties.

**Motion/Vote**

13. School Board Motion and Vote on the Resolution of the Issues at Impasse

**Minutes:**

The Board were all in agreement regarding the supplement for exceptional education teachers and passed unanimously.

Mr. Susin was the nay vote on the superintendent's recommendation for resolving the salary and differentiated pay plan issues at impasse for the 2018-2019 school year.

**Motions:**

Approve the Superintendent's recommendation that the School Board adopt the following recommendations for resolving the salary and differentiated pay plan issues at impasse for the 2018-19 School Year as follows:

A. 2.3% recurring raise as follows:

- $1100 for Teachers rated Highly Effective
- $825 for Teachers rated Effective  
  - PASS

B. A $650 Bonus for all 2018-19 teachers, including first-year teachers

C. A $500 Retention Bonus for any first-year teacher (2018-19) who finished the school year and is returning for the 2019-20 school year

**Vote Results**

Motion: Katye Campbell
Second: Misty Belford

Misty Belford  
- Aye

Katye Campbell  
- Aye
Adjournment

14. Hearing Conclusion/Adjournment

Minutes: Chairman Descovich adjourned the meeting at 12:39 p.m.

For further details pertaining to this meeting, please refer to the published video on the School Board of Brevard County's website (www.brevardschools.org).