

BPAA UPDATE – 12/17/10

BPAA Board Discussions with Superintendent, James Notter

- 1) D.A. and pay for performance modeling is a topic that will become more and more prevalent as the legislature and Governor continue to refine public policy to include requirements for School Districts to include provisions for accountability, performance pay with measures for student achievement.

BPAA was asked by the superintendent to create a preliminary model last year. Through a consensus building process, your association did exactly that and offered a proposal for Principal and Assistant Principals which included provisions to measure accountability in a manner that is both fair and equitable and takes into consideration all of the opposing forces which impact student achievement which are well beyond the control of the administrative team.

We will continue to work towards ensuring that Principals and Assistant Principals are evaluated fairly and equitably. Differentiated Accountability is in all likelihood here to stay, but we can help ensure that the policies are realistic and protect the rights of our members.

The BPAA Board of Directors has also been working to improve the process for hiring, audits, budgets, and class size as well as a myriad of other critical topics important to Principals and Assistant Principals. We have the opportunity to meet with him once a month to bring to his attention issues of concern and to work through problems that may be occurring in the schools. We appreciate this opportunity to represent you and to help solve these matters.

- 2) Legislative Affairs – BPAA works in conjunction with our lobbyist in Tallahassee to monitor all proposed legislation that may impact your benefits and retirement. There has been a concerted effort to eliminate or reduce benefits in the last several years and we have led the charge along with other related organizations to fight these attacks. We will be working to continue these efforts during the upcoming legislative session this spring. It is anticipated that the new Governor and House and Senate leaders will be pressing for changes to FRS, some of which may include requiring that employees contribute to a portion of their retirement each month. It will be difficult to hold off these efforts as the Republican dominated House and Senate have enough votes to counter any veto or efforts to override legislation. We anticipate that there will be changes to DROP and or FRS, and we will do everything we can to work towards mitigating these changes and pursuing a policy direction away from taking from our employees and more towards reducing overall costs etc.
- 3) Salary and Benefits – It is unlikely that there will be any additional dollars this year for raises, however we hope to work towards improving some benefits which may not have a high dollar content, but which are important to you, such as consideration for expanded cafeteria benefits and working towards better insurance options. Until our State wide budget crisis has passed, education will take a very large hit in terms of funding. Additionally, we anticipate that the new administration is seeking to move the State towards privatization of governmental services thus moving public education dollars towards the private sector in the form of vouchers, charter schools etc. BPAA intends to be ahead of the curve on these issues and we are working in cooperation with the District to implement more entrepreneurial ideas, making Broward Public Schools even more competitive.

BPAA is working for you on all fronts to help take some of the stress and difficulties out of your jobs and we continue to pursue all policy changes which can help improve the overall educational experience.

This includes helping our members who may find themselves in situations which include being placed on personal development plans, or the subject of an investigation, or any other disciplinary matter which could threaten your career. We have both Attorneys and trained specialists who are skilled in representing our members successfully and we have a long standing track record of helping to save our members from losing their livelihood. If you find yourself in a situation which causes you any concern, please contact us immediately so that we may start to get assistance and representation on your behalf. Early advice has helped to avoid situations which otherwise could become critical and we strive to resolve matters in the best interests of all involved.

If you need the Association, we are here for you. Your member benefits include all of the services we provide and we work diligently to earn your membership. Please contact Lisa Maxwell, Executive Director at 954-830-3466 if you need any assistance. Our website which includes relevant and important details regarding your membership is www.bpaa.us.