



Annual Contract Teachers Are Protected

State and Federal law protects all teachers, including annual contract teachers who participate in the union or union activities. This means that the district cannot retaliate against any teacher who participates in the “Work to the Contract.”

In a recent case brought by the union in St. Lucie County, FL, the Public Employees Relations Committee (PERC, the state agency that oversees labor/management laws) ruled that an **annual contract teacher was non-reappointed in retaliation for engaging in union activities**. In this case, *Murdoch V. St. Lucie School District*, PERC ruled in favor of the teacher and **required the district to return the teacher to work, with back pay**.

Keep in mind, there is strength in numbers. Our district has a hard time finding teachers. We really don't expect any issues, but if any teacher is targeted, **BFT and our state union, FEA, will fight tooth and nail to ensure that no one receives any consequences for participating**.

So let's stop sacrificing for things that are not good for kids and let's start investing in what is right. **If we keep doing what we have always done, we will keep getting what we have always gotten**. Invest in saying no in the short term to get real changes for the long term.