

1 **ISSUE #3**

2 **ARTICLE XII - COMPENSATION AND HEALTH INSURANCE, Section 1 – Salary and**  
3 **APPENDIX A**

4 **“Section 1 - Salary**

5  
6 “The salary schedule shall be as set forth in Appendix ‘A’.”

7 APPENDIX A

8 **ISSUE #3: Longevity** - Shall members of the bargaining unit receive a Longevity Supplement for the  
9 2016-17 work year? If so, who shall be eligible for the Longevity Supplement? If so, what shall be the  
10 monetary value of any Longevity Supplement paid to bargaining unit employees?

11 **MEA Position:** MEA proposes the following Longevity language to replace the current language:

12 **LONGEVITY**

13 1. Longevity payments will be based on total time of employment with the Manatee County  
14 School Board in the Instructional Bargaining Unit position. In cases where service is broken,  
15 there will be no recapture of service for longevity purposes.

16 2. The length of service for longevity purposes shall be determined based on active duty status,  
17 one day more than half of a normal work year. Active service is defined to include time of duty  
18 plus any time the employee is on paid leave or Workman’s Compensation Leave.

19 3. For the 2016-17 school year, on July 1, each eligible employee will be placed into the  
20 appropriate longevity salary supplement grouping as follows:

21 YEARS OF SERVICE COMPLETED      LONGEVITY SALARY GROUPING      LONGEVITY SUPPLEMENT

<u>AS OF JUNE 30,</u>	<u>AS OF JULY 1,</u>	<u>Additional Annually</u>
<u>16</u>	<u>16+ YEARS</u>	<u>\$2,100.00</u>
<u>25</u>	<u>25+ YEARS</u>	<u>\$3,600.00</u>

25 4. Longevity payments will be considered as a salary supplement for the purposes of the Florida  
26 Retirement System.

27 **MEA Rationale:** In the last round of negotiations, the parties modified the salary schedule and placed  
28 individuals on a level consistent with each employee’s past experience and salary step. The individuals  
29 that at that time were expected to reach the threshold of sixteen and twenty-five years in the MCSD  
30 were placed on higher levels that equated to the previous contract’s anticipated large step increases of  
31 approximately \$2,100 after sixteen years and \$3,600 after twenty-five years. There is no current  
32 language consistent with the prior structure of the salary schedule. The requirements of Florida  
33 Statutes section 1022.08 pertaining to the interaction of the Performance and Grandfathered Schedules

1 was the driver in creating more equalized levels on the schedule and removing large values on any step  
2 of the schedules. Therefore, MEA has proposed to replace the current step movement based longevity  
3 language with language for a Longevity Supplement. The MEA proposed Longevity Supplement would  
4 be applicable to bargaining unit members after completing sixteen (16) and twenty-five (25) years of  
5 service in Manatee County. Based on the data provided by the District in negotiations, the language  
6 would impact approximately twenty-nine (29) bargaining unit members with sixteen plus years of  
7 service and twenty-seven (27) bargaining unit members with twenty-five plus years of service in  
8 Manatee County for this year. The amounts are comparable to the impact of the prior Longevity  
9 provision. The MEA proposed language was part of the Tentative Agreement with the SDMC that was  
10 not ratified by the bargaining unit members.

11 **MEA Position Cost:** The cost of the Longevity Supplement for the fifty-eight (58) bargaining unit  
12 members for the 2016-17 work year retroactive to July 1, 2016 is approximately \$158,100. The salary  
13 attachments of 16.91% would be an additional \$26,717.80.

14 **REMEDY:** MEA urges the Special Magistrate to recommend the adoption of the MEA contract language  
15 related to Longevity Supplements for the 2016-17 contract year retroactive to July 1, 2016.

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