

1 **MEA Proposal to the District**

2 October 3, 2016

3 **LONGEVITY (NEW INSTRUCTIONAL BARGAINING UNIT)**

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

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

10 3. Beginning with the 2016-17 school year, on July 1, of any given school year each eligible employee will  
11 be placed into the appropriate longevity salary grouping as follows:

12	YEARS OF SERVICE COMPLETED	LONGEVITY SALARY GROUPING	LONGEVITY PAY
13	AS OF JUNE 30,	AS OF JULY 1,	Additional Annually
14	16	16+ YEARS	\$2,100.00
15	25	25+ YEARS	\$3,600.00

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

18 5. Longevity payments will be divided by 24 and added to each paycheck effective with the 2016-2017  
19 school year.

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