

**BEFORE THE FLORIDA PUBLIC EMPLOYEE RELATIONS
COMMISSION
(Special Magistrate Robert Hoffman)**

In the matter of impasse between:

**SCHOOL DISTRICT OF MANATEE
COUNTY FLORIDA,**

Case No.: SM-2016-27

Petitioner/Employer,

-and-

v.
**MANATEE EDUCATION ASSOCIATION,
FEA, AFT, LOCAL 3821, AFL-CIO,**

Respondent/Employee Organization,

**SCHOOL DISTRICT OF MANATEE COUNTY FLORIDA'S
ISSUES AT IMPASSE**

Petitioner/Employer the School District of Manatee County Florida, by and through their attorney and representative, hereby submits the following issues at impasse in accordance with the Florida Public Employee Relations Commissions' requirements and the order of the Special Magistrate:

1. The School District of Manatee County respectfully requests a Proposed Order that affirms in part, the School Board of Manatee County's salary and benefit proposal for teachers for the 2016-2017 school year that was tentatively agreed to by the Manatee Education Association on October 3, 2016, but not member ratified. A C.O.L.A. was never part of the tentative agreement reached by the District and the Union and the District disagrees that it should be part of the contested Impasse Hearing. The tentative agreement reached between the District and the Union on October 3, 2016, included the following:
 - A. Issues of modifications to the Performance Pay Schedule for teachers: Whether there shall be three (3) levels for those teachers rated highly effective; Two (2) levels for those teachers rated as effective; No increase for those rated less than effective to remain statutorily compliant (Florida Statute Sections 1012.22(c)(4) and 1012.34.

- B. Issues of modification to the Performance Pay Schedule whether there shall be adding an additional two (2) dollars to each level in order to remain statutorily complaint. [Florida Statute Sections 1012.22(c)(4) and 1012.34]
- C. Issue of increases to Grandfathered Teachers: whether there shall be Three (3) level increases except those rated as unsatisfactory.
- D. Issues of modification to Health Insurance Plan – Whether there shall be changes from a three tier system to a four tier system that reflects cost neutral or cost decreases for individuals covering just themselves or themselves with children, and increases for those employees covering themselves with a spouse and/or spouse with children:
- E. Issue of Retroactive Pay: Withdrawn by the District based upon impasse and the continued need to fund healthcare plan and in order to maintain a three (3) percent statutory fund balance – Florida Statute Section 1011.051.
- F. Issues of Longevity Pay: Withdrawn by the District based upon impasse and the continued need to fund healthcare plan and in order to maintain a three (3) percent statutory fund balance - Florida Statute Section 1011.051.

Petitioner/Employer the School District of Manatee County Florida hereby submits the list of issues at impasse and reserves their rights to supplement and modify these issues in accordance with the Florida Public Employee Relations Commissions' requirements and the order of the Special Magistrate.

Dated: December 22, 2016



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