

TA
BV 10/14/14

10-14-14
Patricia L. Barber

Salary Conversion Guidelines for 2014-2015

In order to comply with FL Statutes 1012.22 (aka SB736) regarding Performance Pay, the Board and the MEA have agreed to establish Grandfathered and Performance Salary Schedules as required by this statute.

Grandfathered Salary Schedule:

1. The Grandfathered Salary Schedule consists of a minimum of twenty-nine fractionalized steps beginning at \$38,000.
2. The Grandfathered Salary Schedule is indexed at \$300 increments. Newly hired teacher level placement shall not be higher than a current teacher with the same experience.
3. Current teachers are granted a step increase on the current schedule prior to being placed at the closest \$300 step on the salary schedule without a reduction in pay.
4. Teachers who received the \$1750 last year as a supplement will receive \$1000. These amounts are incorporated into the salary schedule prior to being placed at the closest \$300 step without a reduction in pay.
5. Teachers on step 26 will receive \$1750 incorporated into the salary schedule prior to being placed at the closest \$300 step without a reduction in pay.
6. No Bargaining Unit Member will receive a reduction in salary as a result of the salary conversion.

Performance Salary Schedule:

1. The Performance and Grandfathered Salary Schedules are identical.
2. No teacher will be eligible for Performance Pay in the 2014-2015 school year.
3. Bargaining Unit Members hired after 7/1/14 will be placed on the Performance Pay Schedule as well as eligible Annual Contract Teachers in accordance with FS 1012.22(5).
4. Bargaining Unit Members who receive a rating other than effective and highly effective on the Manatee County Teacher Evaluation System (MCTES) shall not receive an annual salary adjustment. This does not preclude other potential bargained salary increases.
5. For newly hired teachers, a maximum number of eight years public school experience shall be granted for placement purposes. (Level 5a)
7. Teachers hired for the 2014-2015 school year are not eligible for a step increase.

The parties agree that if all or part of FS 1012.22 pertaining to Performance Pay is repealed or found void by a court with jurisdiction over the Manatee County School District, the parties agree to negotiate a salary schedule similar to the one contained in the 2013/2014 Contract.

MEA Pay Package Calculation
DRAFT

EE#	BA AD2	Grandfathered 1 Step	Cost of Step Increase	Convert	Cost to Convert	Increase for Step	Increase for Conversion	Realized Pay Increase	Cost to District
204	37,843	38,226	78,132	38,600	76,296	383	374	757	154,428
83	38,226	38,470	20,252	38,900	35,690	244	430	674	55,942
93	38,470	39,593	104,439	40,100	47,151	1,123	507	1,630	151,590
86	39,593	39,976	32,938	40,400	36,464	383	424	807	69,402
75	39,976	40,220	18,300	40,700	36,000	244	480	724	54,300
47	40,220	40,414	9,118	41,000	27,542	194	586	780	36,660
78	40,414	40,609	15,210	41,300	53,898	195	691	886	69,108
67	40,609	40,803	12,998	41,600	53,399	194	797	991	66,397
91	40,803	40,998	17,745	41,900	82,082	195	902	1,097	99,827
59	40,998	41,553	32,745	42,200	38,173	555	647	1,202	70,918
40	41,553	42,206	26,120	42,500	11,760	653	294	947	37,880
40	42,206	44,123	76,680	44,300	7,080	1,917	177	2,094	83,760
34	44,123	44,841	24,412	44,900	2,006	718	59	777	26,418
36	44,841	45,562	25,956	45,800	8,568	721	238	959	34,524
30	45,562	46,279	21,510	46,400	3,630	717	121	838	25,140
33	46,279	47,155	28,908	47,300	4,785	876	145	1,021	33,693
17	47,155	49,714	43,503	50,000	4,862	2,559	286	2,845	48,365
22	49,714	50,416	15,444	50,600	4,048	702	184	886	19,492
27	50,416	51,017	16,227	51,200	4,941	601	183	784	21,168
36	51,017	51,540	18,828	51,800	9,360	523	260	783	28,188
18	51,540	52,166	11,268	52,400	4,212	626	234	860	15,480
20	52,166	52,767	12,020	53,000	4,660	601	233	834	16,680
11	52,767	53,377	6,710	53,600	2,453	610	223	833	9,163
21	53,377	54,007	13,230	54,200	4,053	630	193	823	17,283
20	54,007	54,646	12,780	54,800	3,080	639	154	793	15,860
20	54,646	60,375	114,580	60,500	2,500	5,729	125	5,854	117,080
111	60,375	60,375	-	60,500	13,875	-	125	125	13,875
Total:									1,392,621
									582,568

TA BV 10/14/14
10-14-14
Patricia A. Davis

MEA Pay Package Calculation
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EE#	MA AC2	Grandfathered 1 Step	Cost of Step Increase	Convert	Cost to Convert	Increase for Step	Increase for Conversion	Realized Pay Increase	Cost to District
71	38,863	39,256	27,903	39,500	17,324	393	244	637	45,227
22	39,256	39,548	6,424	39,800	5,544	292	252	544	11,968
16	39,548	40,613	17,040	41,000	6,192	1,065	387	1,452	23,232
27	40,613	41,006	10,611	41,300	7,938	393	294	687	18,549
14	41,006	41,815	11,326	42,200	5,390	809	385	1,194	16,716
25	41,815	42,496	17,025	42,500	100	681	4	685	17,125
43	42,496	42,789	12,599	43,100	13,373	293	311	604	25,972
42	42,789	43,565	32,592	44,300	30,870	776	735	1,511	63,462
82	43,565	44,872	107,174	44,900	2,296	1,307	28	1,335	109,470
45	44,872	45,623	33,795	45,800	7,965	751	177	928	41,760
35	45,623	46,376	26,355	46,400	840	753	24	777	27,195
46	46,376	48,340	90,344	48,500	7,360	1,964	160	2,124	97,704
39	48,340	49,097	29,523	49,100	117	757	3	760	29,640
39	49,097	49,861	29,796	50,000	5,421	764	139	903	35,217
41	49,861	50,613	30,832	50,900	11,767	752	287	1,039	42,599
27	50,613	51,517	24,408	51,800	7,641	904	283	1,187	32,049
37	51,517	54,096	95,423	54,200	3,848	2,579	104	2,683	99,271
34	54,096	54,847	25,534	55,100	8,602	751	253	1,004	34,136
33	54,847	55,547	23,100	55,700	5,049	700	153	853	28,149
31	55,547	56,167	19,220	56,300	4,123	620	133	753	23,343
24	56,167	56,789	14,928	56,900	2,664	622	111	733	17,592
29	56,789	57,431	18,618	57,500	2,001	642	69	711	20,619
29	57,431	58,101	19,430	58,400	8,671	670	299	969	28,101
17	58,101	58,779	11,526	59,000	3,757	678	221	899	15,283
26	58,779	59,467	17,888	59,600	3,458	688	133	821	21,346
23	59,467	65,533	139,518	65,600	1,541	6,066	67	6,133	141,059
161	65,533	65,533	0	65,600	10,787	0	67	67	10,787
Total:									1,077,571
									184,639
									892,932

TRAV 10/14/19
10-14-19
Patricia E. Ball

MEA Pay Package Calculation
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EE#	Spec AB2	Grandfathered 1 Step	Cost of Step Increase	Convert	Cost to Convert	Increase for Step	Increase for Conversion	Realized Pay Increase	Cost to District
1	41,232	41,648	416	41,900	252	416	252	668	668
-	41,648	41,940	-	42,200	-	292	260	552	-
-	41,940	42,982	-	43,100	-	1,042	118	1,160	-
-	42,982	43,298	-	43,400	-	316	102	418	-
-	43,298	44,462	-	44,600	-	1,164	138	1,302	-
-	44,462	45,184	-	45,200	-	722	16	738	-
2	45,184	45,566	764	45,800	468	382	234	616	1,232
3	45,566	46,212	1,938	46,400	564	646	188	834	2,502
2	46,212	47,845	3,266	47,900	110	1,633	55	1,688	3,376
2	47,845	48,758	1,826	48,800	84	913	42	955	1,910
-	48,758	49,574	-	49,700	-	816	126	942	-
2	49,574	51,789	4,430	51,800	22	2,215	11	2,226	4,452
3	51,789	52,671	2,646	52,700	87	882	29	911	2,733
3	52,671	53,548	2,631	53,600	156	877	52	929	2,787
5	53,548	54,428	4,400	54,500	360	880	72	952	4,760
1	54,428	55,311	883	55,400	89	883	89	972	972
2	55,311	57,890	5,158	58,100	420	2,579	210	2,789	5,578
1	57,890	58,689	799	58,700	11	799	11	810	810
1	58,689	59,339	650	59,600	261	650	261	911	911
3	59,339	60,007	2,004	60,200	579	668	193	861	2,583
1	60,007	60,660	653	60,800	140	653	140	793	793
1	60,660	61,321	661	61,400	79	661	79	740	740
0	61,321	61,992	0	62,000	0	671	8	679	0
1	61,992	62,669	677	62,900	231	677	231	908	908
2	62,669	63,341	1,344	63,500	318	672	159	831	1,662
1	63,341	70,298	6,957	70,400	102	6,957	102	7,059	7,059
17	70,298	70,298	0	70,400	1,734	0	102	102	1,734
		Total:	42,103		6,067				48,170

TA BV 10/14/14
10-14-14
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MEA Pay Package Calculation
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EE#	PHD AA2	Grandfathered 1 Step	Cost of Step Increase	Convert	Cost to Convert	Increase for Step	Increase for Conversion	Realized Pay Increase	Cost to District
2	43,599	44,040	882	44,600	1,120	441	560	1,001	2,002
1	44,040	44,331	291	44,900	569	291	569	860	860
2	44,331	45,348	2,034	45,800	904	1,017	452	1,469	2,938
1	45,348	45,790	442	46,100	310	442	310	752	752
4	45,790	46,855	4,260	47,000	580	1,065	145	1,210	4,840
3	46,855	47,583	2,184	47,600	51	728	17	745	2,235
1	47,583	47,956	373	48,200	244	373	244	617	617
-	47,956	48,605	-	48,800	-	649	195	844	-
3	48,605	50,313	5,124	50,600	861	1,708	287	1,995	5,985
-	50,313	51,124	-	51,200	-	811	76	887	-
1	51,124	51,936	812	52,100	164	812	164	976	976
3	51,936	54,153	6,651	54,200	141	2,217	47	2,264	6,792
2	54,153	55,036	1,766	55,100	128	883	64	947	1,894
-	55,036	55,915	-	56,000	-	879	85	964	-
2	55,915	56,797	1,764	56,900	206	882	103	985	1,970
1	56,797	57,678	881	57,800	122	881	122	1,003	1,003
5	57,678	60,257	12,895	60,500	1,215	2,579	243	2,822	14,110
-	60,257	61,152	-	61,400	-	895	248	1,143	-
2	61,152	61,851	1,398	62,000	298	699	149	848	1,696
-	61,851	62,473	-	62,600	-	622	127	749	-
4	62,473	63,125	2,608	63,200	300	652	75	727	2,908
0	63,125	63,760	0	63,800	0	635	40	675	0
1	63,760	64,393	633	64,400	7	633	7	640	640
1	64,393	65,228	835	65,300	72	835	72	907	907
2	65,228	66,125	1,794	66,200	150	897	75	972	1,944
1	66,125	73,786	7,661	74,000	214	7,661	214	7,875	7,875
9	73,786	73,786	0	74,000	1,926	0	214	214	1,926
Total:			55,288		9,582				64,870

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MEA Pay Package Calculation
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Cost of Salary Package Summary

	Salary	Benefits	Total
Cost of Step Increase:	1,800,376.00	603,125.96	2,403,501.96
Cost of Conversion	782,856.00	262,256.76	1,045,112.76
Cost of \$1,750 Bump for 86 teachers	150,500.00	50,417.50	200,917.50
Cost of \$1,000 Bump for 212 teachers	212,000.00	71,020.00	283,020.00
Estimated Cost to Move 298 to Closest Step	89,400.00	29,949.00	119,349.00
Cost for MTI Step Increase	54,895.00	18,389.83	73,284.83
Total Cost of Package	3,090,027.00	1,035,159.05	4,125,186.05

TR BV 10/14/14
10-14-14
Patricia A. Butler

TN BV 10/14/14
10-14-14
Patricia L. Barber

Appendix A

The parties agree that if all or part of F. S. 1012.22 pertaining to performance pay is repealed or found void by a court with jurisdiction over the Manatee County School District, the parties agree to negotiate a salary schedule similar to the one contained in the 2013/2014 contract.

10-13-14 8:00 p.m.

Old Title	New Title	Move/Salary Schedule
Admin Parent Liaisons	Behavior Specialist	Para Contract - Article II, Sec 2 - Appropriate Unit
Technology Assistants	Computer Lab Managers	Para Contract - Article II, Sec 2 - Appropriate Unit
	PE Technicians	Teacher Contract - Article III, Sec 2 - Appropriate Unit
	Student Support Specialist	Teacher Contract - Article III, Sec 2 - Appropriate Unit
	Testing Administrators	Teacher Contract - Article III, Sec 2 - Appropriate Unit

Agreed to include in respective bargaining unit
10/13/2014

10-14-14

Patricia L. Barber

TA BV 10/14/14
10-14-14
Patricia L. Parker

Article V

Section 20 Senior High School Scheduling Options

Prior to implementing any significant changes to the school bell schedule, a committee consisting of the school principal or designee, a senior MEA building representative and one representative elected by each department shall be established.

Said committee shall recommend any type of bell schedule as long as it falls within the parameters of the CBA and the school's staffing allocation.

High School teachers (excluding MAVTC-adult school teachers) with full-time classroom teaching responsibilities assigned to teach six periods a day shall receive a daily planning period. Such assignments shall be in accordance with The Southern Association of Colleges and Schools Guidelines.

TIA BV 10/14/14
10-14-14
Patricia L. Baba

Article XII

Section 5

5. The parties agree that the School Board will contribute \$5,964,820 to the Health Insurance Fund Reserve in the 2014/2015 fiscal year.

10/13/14 7:38PM

2015 PLAN DESIGNS

PLAN OPTIONS

Deductible (EE/Fam) - Out of Network deductible = In-Network Deductible * 2
 Out-of-Pocket Max (All Services) - Out of Network OOP = In-Network OOP * 2
 Coinsurance (IN / OON)
 ER copay (not to exceed billed amount)
 Inpatient Admission copay
 PCP/Specialist (PCMH PCP copay \$15)
 Pharmacy Copays (Retail) - x 2.5 for 90 day mail

BRONZE*

\$2,500/\$5,000
 \$5,000/\$10,000
 30%/50%
 \$2,000
 \$300
 \$30/\$60
 \$10/\$30/\$60

SILVER

\$1,500/\$3,000
 \$4,000/\$8,000
 20%/50%
 \$1,500
 \$250
 \$25/\$50
 \$10/\$30/\$60

GOLD

\$1,000/\$2,000
 \$3,000/\$6,000
 10%/50%
 \$1,000
 \$200
 \$10/\$20
 \$10/\$30/\$60

Any benefit not specified is covered at deductible then coinsurance
 100% Coverage for Preventive Services to include Dermatology

*Bronze HMO - In Network Only

Monthly Premium Equivalents

	Bronze	Silver	Gold
EE Only	\$450	\$482	\$520
EE + 1	\$900	\$964	\$1,042
EE + Family	\$1,260	\$1,348	\$1,458
Monthly Board Contributions			
EE Only	\$418	\$418	\$418
EE + 1	\$740	\$674	\$674
EE + Family	\$1,010	\$932	\$932
Monthly Employee Contributions			
EE Only	\$32	\$64	\$102
EE + 1	\$160	\$290	\$368
EE + Family	\$250	\$416	\$526

WELLNESS

Requirements met between January 1, 2015 and December 31, 2015 will earn incentives that will be paid in the 2016 plan year.

Level I (\$100 Incentive)

Completion of Health Risk Assessment (HRA)
 Biometric Screening
 Physical

Level II (\$50 Incentive)

2 outside activities relating to results of HRA and Biometric Screening

**SCHOOL DISTRICT OF MANATEE COUNTY
2015 EMPLOYEE MEDICAL PLAN PREMIUM EQUIVALENTS
and CONTRIBUTIONS**

PPO PLANS

GOLD

Premium contributions — per paycheck

SILVER

Premium contributions — per paycheck

Employee Only

24 Paychecks

20 Paychecks (Food Svc. & Bus Trans. employees only)

Employee	Board	Total
\$ 51.00	\$ 208.97	\$ 260.00
\$ 61.20	\$ 250.77	\$ 312.00

Employee	Board	Total
\$ 32.00	\$ 208.97	\$ 241.00
\$ 38.40	\$ 250.77	\$ 289.20

Employee + 1 Dependent

24 Paychecks

20 Paychecks (Food Svc. & Bus Trans. employees only)

Employee	Board	Total
\$ 184.00	\$ 337.00	\$ 521.00
\$ 220.80	\$ 404.40	\$ 625.20

Employee	Board	Total
\$ 145.00	\$ 337.00	\$ 482.00
\$ 174.00	\$ 404.40	\$ 578.40

Employee + 2/more Dependents

24 Paychecks

20 Paychecks (Food Svc. & Bus Trans. employees only)

Employee	Board	Total
\$ 263.00	\$ 466.00	\$ 729.00
\$ 315.60	\$ 559.20	\$ 874.80

Employee	Board	Total
\$ 208.00	\$ 466.00	\$ 674.00
\$ 249.60	\$ 559.20	\$ 808.80

HMO PLANS - FLORIDA REGIONS ONLY

BRONZE

Premium contributions — per paycheck

Employee Only

24 Paychecks

20 Paychecks (Food Svc. & Bus Trans. employees only)

Employee	Board	Total
\$ 16.00	\$ 208.97	\$ 225.00
\$ 19.20	\$ 250.77	\$ 270.00

Employee + 1 Dependent

24 Paychecks

20 Paychecks (Food Svc. & Bus Trans. employees only)

Employee	Board	Total
\$ 80.00	\$ 370.00	\$ 450.00
\$ 96.00	\$ 444.00	\$ 540.00

Employee + 2/more Dependents

24 Paychecks

20 Paychecks (Food Svc. & Bus Trans. employees only)

Employee	Board	Total
\$ 125.00	\$ 505.00	\$ 630.00
\$ 150.00	\$ 606.00	\$ 756.00

17 BV 10/14/14

10-14-14
Debra L. Baker