

1 **MEA Proposal to the District**

2 August 30, 2017

3 **ARTICLE COMPENSATION AND HEALTH INSURANCE**

4 **(NEW) SECTION 11 - LONGEVITY**

5 1. Longevity payments will be based on total time of employment with the Manatee County School
6 Board (MCSB) in the Instructional Bargaining Unit position. In cases where service is broken, only time
7 as an active duty status employee will be eligible for longevity purposes.

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

12 3. Beginning with the 2017-18 school year, on July 1, of any given school year each eligible employee will
13 be placed into the appropriate longevity salary grouping as follows:

| <u>YEARS OF SERVICE COMPLETED</u> | <u>LONGEVITY SALARY GROUPING</u> | <u>LONGEVITY PAY</u> |
|-----------------------------------|----------------------------------|----------------------------|
| <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> |

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

20 5. Longevity payments will be divided by 24 and added to each paycheck effective with the 2017-2018
21 school year.

22 6. The Longevity Supplement is in addition to any advancement in level or adjustment on the salary
23 schedule.

24 7. The amount of the Longevity Supplement is subject to negotiations each year. However, employees
25 that received the supplement in prior years shall continue to receive the Longevity Supplement so long
26 as those employees continue to be employees of MCSD.

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