

Memorandum of Understanding
Between
The School District of Manatee County
And
The Manatee Education Association

Millage Referendum for MEA Instructional Staff & Paraprofessionals

This Memorandum of Understanding between The School District of Manatee County (District) and the Manatee Education Association (MEA), hereby referred to as “the parties” mutually agree to the following regarding the 1-Mil Referendum:

Upon passage of the Referendum, the parties agree that beginning in the 2018-2019 Fiscal Year and continuing for the length of the Referendum, the following will be in effect for the members of the MEA bargaining units. 1.) The teacher duty day shall be increase to 7.75 hours for which each teacher will be compensated his/her hourly rate for the extra 15 minutes of duty which will be paid from the revenue generated by the 1 mil. In addition, each full time member of the MEA teacher bargaining unit will receive a supplement equal to the remainder of the 51% inclusive of attached benefits of the actual revenue from the 1 mil. as certified by the Property Appraiser in July of each year divided by the total number of teacher bargaining unit members. 2.) Each bargaining unit member who works less than full time will receive a prorated supplement based on the amount of time worked per week. 3.) All members of the teacher bargaining unit will have 225 minutes of uninterrupted planning outside the student day per week. 4.) Elementary teachers will receive no less than 45 minutes per day of uninterrupted in-student day planning time; Middle school teachers will receive the equivalent of a student period of uninterrupted in-student day planning time per day; High school teachers will receive no less than an average of 45 minutes per day in a ten day cycle of uninterrupted planning time or the length of a skinny. 5.) Any extended days or hours worked including but not limited to those in the L300 schools are not impacted by this supplement and will be paid at the base rate of pay as defined by the contract.

The duty day for those paid on the teacher assistants salary schedule as well as behavior techs will increase to 7.75 hours for which each employee will be compensated his/her hourly rate for the extra 15 minutes of duty time inclusive of attached benefits which will be paid from the revenue generated by the 1 mil. The teacher aide duty day will increase to 7.15 hours for which each employee will be compensated his/her hourly rate for the extra 15 minutes of duty time inclusive of attached benefits which will be paid from the revenue generated by the 1 mil. In addition, each member of the Paraprofessional bargaining unit will receive a supplement equal to the remainder of the 5% inclusive of attached benefits of the actual revenue from the 1 mil. as certified by the Property Appraiser in July of each year divided by the total number of paraprofessional bargaining unit members. Each bargaining unit member who works less than full time will receive a prorated supplement based on the amount of time worked per week. Any paras working extended days or hours including but not limited to the L300 schools will not be impacted by this supplement and will be paid at their base rate of pay as defined by the contract.

Calculations for the division of all funds from the 1 mil will be provided to MEA within two weeks of certification by the Property Appraiser.

All provisions of the contract not addressed in this MOU will remain as contained in the current collective bargaining agreement between the School Board of Manatee County and the Manatee Education Association.

Should the referendum ever not be approved the planning time will revert back to the language contained in the 2017-2018 contract.

Manatee Education Association

By: Patricia L. Barber

Date: 1-17-18

School District of Manatee County

By: [Signature]

Date: 1-17-18