

2019-2020 Estimated Cost for MEA Teacher Level Movement Scenario- Three/Four Levels Plus COLA

Teacher FTE by Schedule as of September 27, 2018	
Grandfathered	1,539.81
Performance-Total	1,222.09
Performance Eligible*	919.16
Total Eligible	2,458.97

*75.2% of Total on Performance Schedule

7.5-Hour Payroll as of July 1, 2019

\$132,413,866.95

2017-2018 Performance Schedule Ratings		
Teacher Schedule/Rating	Number	Percentage
Performance Highly Effective	463.75	50.45%
Performance Effective	350.00	38.08%
Performance Needs Improvement	17.00	1.85%
Performance Not Rated- Credited as Effective*	88.41	9.62%
Total	919.16	100.00%

*Not captured in last year's TA price out.

Teacher FTE by Grade as of July 1, 2019	
GAA2	39.00
GAB2	41.00
GAC2	675.46
GAD2	768.03
GXA2	2.00
GXC2	16.00
GXD2	25.00
PAD2	1,139.23
PXD2	36.75
TOTAL	2,742.47

Estimated Teacher FTE by Schedule as of July 1, 2019	
Grandfathered	1,566.49
Performance-Total	1,175.98
Performance Eligible*	884.48
Total Eligible	2,450.97

*75.2% of Total on Performance Schedule

retroactive to 7/1/19

BWP
TA
11/4/19

Estimated 2018-2019 Performance Schedule Ratings			
Teacher Schedule/Rating	Number	Percentage	
Performance Highly Effective	446.25	50.45%	
Performance Effective	336.79	38.08%	
Performance Needs Improvement	16.36	1.85%	
Performance Not Rated- Credited as Effective	85.07	9.62%	
Total	884.48	100.00%	

Costs with Three-Level Movement for Effective, Performance-Schedule Teachers and Four-Level Movement for Highly Effective, Performance-Schedule and All Grandfathered Teachers				
Schedule/ Performance Group	Three Levels + \$2 (\$911 @ \$303 Per Level) FTE of 421.87	Four Levels (\$1,212 @ \$303 per Level) FTE of 1,566.49	Four Levels + \$2 (\$1,214 @ \$303 per Level) FTE of 446.25	Cost without Benefits FTE of 2,434.61
Performance- Effective & Not Rated	\$ 384,322			\$ 384,322
All Grandfathered		\$ 1,898,586		\$ 1,898,586
Performance- Highly Effective			\$ 541,751	\$ 541,751
Total	\$ 384,322	\$ 1,898,586	\$ 541,751	\$ 2,824,659
				\$ 452,501
				\$ 2,235,395
				\$ 637,857
				\$ 3,325,753

*Teachers with unsatisfactory ratings are ineligible for salary schedule progression, regardless of whether they are on the grandfathered or performance schedule.

2019-2020 Estimated Total Cost for Three/Four-Level Movement and COLA	
Level Movement	\$ 2,824,659
\$100 COLA	\$ 274,247
Longevity	\$ 209,700
Total Without Fringe	\$ 3,308,606
Percentage Increase	2.50%
Total With Fringe	\$ 3,895,552

Performance Schedule 2019-2020 Bachelor's Degree PAD2-R 10-Month						Performance Schedule Placement			Degree Supplements	
						10-Month			Masters	\$ 937
						New Teacher Placement	1c	\$ 40,504	Specialist	\$ 3,436
						1 Year	2a	\$ 40,817	Doctorate	\$ 5,934
1a		13b	\$ 51,436	25c	\$ 62,992	2 Year	2b	\$ 41,129		
1b		13c	\$ 51,748	26a	\$ 63,304	3 Year	2c	\$ 41,441		
1c	\$ 40,504	14a	\$ 52,060	26b	\$ 63,616	4 Year	3a	\$ 41,754		
2a	\$ 40,817	14b	\$ 52,373	26c	\$ 63,929	5 Year	3b	\$ 42,066		
2b	\$ 41,129	14c	\$ 52,685	27a	\$ 64,241	6 Year	3c	\$ 42,378		
2c	\$ 41,441	15a	\$ 52,997	27b	\$ 64,553	7 Year	4a	\$ 42,691		
3a	\$ 41,754	15b	\$ 53,310	27c	\$ 64,866	8 Year	4b	\$ 43,003		
3b	\$ 42,066	15c	\$ 53,622	28a	\$ 65,178	Effective for newly hired teachers beginning 7/1/2019.				
3c	\$ 42,378	16a	\$ 53,934	28b	\$ 65,490					
4a	\$ 42,691	16b	\$ 54,247	28c	\$ 65,803					
4b	\$ 43,003	16c	\$ 54,559	29a	\$ 66,115					
4c	\$ 43,315	17a	\$ 54,871	29b	\$ 66,427					
5a	\$ 43,628	17b	\$ 55,184	29c	\$ 66,740					
5b	\$ 43,940	17c	\$ 55,496	30a	\$ 67,052					
5c	\$ 44,252	18a	\$ 55,808	30b	\$ 67,364					
6a	\$ 44,565	18b	\$ 56,121	30c	\$ 67,677					
6b	\$ 44,877	18c	\$ 56,433	31a	\$ 67,989					
6c	\$ 45,189	19a	\$ 56,745	31b	\$ 68,301					
7a	\$ 45,502	19b	\$ 57,058	31c	\$ 68,614					
7b	\$ 45,814	19c	\$ 57,370	32a	\$ 68,926					
7c	\$ 46,126	20a	\$ 57,682	32b	\$ 69,238					
8a	\$ 46,439	20b	\$ 57,995	32c	\$ 69,551					
8b	\$ 46,751	20c	\$ 58,307	33a	\$ 69,863					
8c	\$ 47,063	21a	\$ 58,619	33b	\$ 70,175					
9a	\$ 47,376	21b	\$ 58,932	33c	\$ 70,488					
9b	\$ 47,688	21c	\$ 59,244	34a	\$ 70,800					
9c	\$ 48,000	22a	\$ 59,556	34b	\$ 71,112					
10a	\$ 48,313	22b	\$ 59,869	34c	\$ 71,425					
10b	\$ 48,625	22c	\$ 60,181	35a	\$ 71,737					
10c	\$ 48,937	23a	\$ 60,493	35b	\$ 72,049					
11a	\$ 49,249	23b	\$ 60,806	35c	\$ 72,362					
11b	\$ 49,562	23c	\$ 61,118	36a	\$ 72,674					
11c	\$ 49,874	24a	\$ 61,430	36b	\$ 72,986					
12a	\$ 50,186	24b	\$ 61,742	36c	\$ 73,299					
12b	\$ 50,499	24c	\$ 62,055	37a	\$ 73,611					
12c	\$ 50,811	25a	\$ 62,367	37b	\$ 73,923					
13a	\$ 51,124	25b	\$ 62,679	37c	\$ 74,235					

*Salary schedule adjusted for additional 15 minutes, which equates to a 3.33% increase.
The referendum supplement is not included.

Performance Schedule 2019-2020 Bachelor's Degree PXD2-R 11-Month						Performance Schedule Placement			Degree Supplements	
						11-Month			Masters	\$ 937
						New Teacher Placement	1c	\$ 44,563	Specialist	\$ 3,748
						1 Year	2a	\$ 44,876	Doctorate	\$ 6,872
1a		14c	\$ 56,744	28b	\$ 69,549	2 Year	2b	\$ 45,188		
1b		15a	\$ 57,056	28c	\$ 69,862	3 Year	2c	\$ 45,500		
1c	\$ 44,563	15b	\$ 57,369	29a	\$ 70,174	4 Year	3a	\$ 45,813		
2a	\$ 44,876	15c	\$ 57,681	29b	\$ 70,486	5 Year	3b	\$ 46,125		
2b	\$ 45,188	16a	\$ 57,993	29c	\$ 70,799	6 Year	3c	\$ 46,437		
2c	\$ 45,500	16b	\$ 58,306	30a	\$ 71,111	7 Year	4a	\$ 46,750		
3a	\$ 45,813	16c	\$ 58,618	30b	\$ 71,423	8 Year	4b	\$ 47,062		
3b	\$ 46,125	17a	\$ 58,930	30c	\$ 71,736	Effective for newly hired teachers beginning 7/1/2019.				
3c	\$ 46,437	17b	\$ 59,243	31a	\$ 72,048					
4a	\$ 46,750	17c	\$ 59,555	31b	\$ 72,360					
4b	\$ 47,062	18a	\$ 59,867	31c	\$ 72,673					
4c	\$ 47,374	18b	\$ 60,180	32a	\$ 72,985					
5a	\$ 47,687	18c	\$ 60,492	32b	\$ 73,297					
5b	\$ 47,999	19a	\$ 60,804	32c	\$ 73,610					
5c	\$ 48,311	19b	\$ 61,117	33a	\$ 73,922					
6a	\$ 48,624	19c	\$ 61,429	33b	\$ 74,234					
6b	\$ 48,936	20a	\$ 61,741	33c	\$ 74,547					
6c	\$ 49,248	20b	\$ 62,054	34a	\$ 74,859					
7a	\$ 49,561	20c	\$ 62,366	34b	\$ 75,171					
7b	\$ 49,873	21a	\$ 62,678	34c	\$ 75,484					
7c	\$ 50,185	21b	\$ 62,991	35a	\$ 75,796					
8a	\$ 50,498	21c	\$ 63,303	35b	\$ 76,108					
8b	\$ 50,810	22a	\$ 63,615	35c	\$ 76,420					
8c	\$ 51,122	22b	\$ 63,927	36a	\$ 76,733					
9a	\$ 51,434	22c	\$ 64,240	36b	\$ 77,045					
9b	\$ 51,747	23a	\$ 64,552	36c	\$ 77,357					
9c	\$ 52,059	23b	\$ 64,864	37a	\$ 77,670					
10a	\$ 52,371	23c	\$ 65,177	37b	\$ 77,982					
10b	\$ 52,684	24a	\$ 65,489	37c	\$ 78,294					
10c	\$ 52,996	24b	\$ 65,801	38a	\$ 78,607					
11a	\$ 53,308	24c	\$ 66,114	38b	\$ 78,919					
11b	\$ 53,621	25a	\$ 66,426	38c	\$ 79,231					
11c	\$ 53,933	25b	\$ 66,738	39a	\$ 79,544					
12a	\$ 54,245	25c	\$ 67,051	39b	\$ 79,856					
12b	\$ 54,558	26a	\$ 67,363	39c	\$ 80,168					
12c	\$ 54,870	26b	\$ 67,675	40a	\$ 80,481					
13a	\$ 55,182	26c	\$ 67,988	40b	\$ 80,793					
13b	\$ 55,495	27a	\$ 68,300	40c	\$ 81,105					
13c	\$ 55,807	27b	\$ 68,612	41a	\$ 81,418					
14a	\$ 56,119	27c	\$ 68,925	41b	\$ 81,730					
14b	\$ 56,432	28a	\$ 69,237	41c	\$ 82,042					

*Salary schedule adjusted for additional 15 minutes, which equates to a 3.33% increase.
The referendum supplement is not included.

Grandfathered Schedule 2019-2020					
Bachelor's Degree					
GAD2-R					
10-Month					
1a	\$ 39,871	11b	\$ 49,553	21c	\$ 59,236
1b	\$ 40,183	11c	\$ 49,865	22a	\$ 59,548
1c	\$ 40,496	12a	\$ 50,177	22b	\$ 59,860
2a	\$ 40,808	12b	\$ 50,490	22c	\$ 60,172
2b	\$ 41,120	12c	\$ 50,802	23a	\$ 60,485
2c	\$ 41,432	13a	\$ 51,115	23b	\$ 60,797
3a	\$ 41,745	13b	\$ 51,427	23c	\$ 61,109
3b	\$ 42,057	13c	\$ 51,740	24a	\$ 61,421
3c	\$ 42,369	14a	\$ 52,052	24b	\$ 61,734
4a	\$ 42,682	14b	\$ 52,364	24c	\$ 62,046
4b	\$ 42,995	14c	\$ 52,676	25a	\$ 62,358
4c	\$ 43,307	15a	\$ 52,989	25b	\$ 62,670
5a	\$ 43,619	15b	\$ 53,301	25c	\$ 62,983
5b	\$ 43,931	15c	\$ 53,613	26a	\$ 63,295
5c	\$ 44,244	16a	\$ 53,925	26b	\$ 63,608
6a	\$ 44,556	16b	\$ 54,238	26c	\$ 63,920
6b	\$ 44,868	16c	\$ 54,550	27a	\$ 64,233
6c	\$ 45,180	17a	\$ 54,862	27b	\$ 64,545
7a	\$ 45,493	17b	\$ 55,175	27c	\$ 64,857
7b	\$ 45,805	17c	\$ 55,488	28a	\$ 65,169
7c	\$ 46,117	18a	\$ 55,800	28b	\$ 65,482
8a	\$ 46,429	18b	\$ 56,112	28c	\$ 65,794
8b	\$ 46,743	18c	\$ 56,424	29a	\$ 66,106
8c	\$ 47,055	19a	\$ 56,737	29b	\$ 66,418
9a	\$ 47,367	19b	\$ 57,049	29c	\$ 66,731
9b	\$ 47,679	19c	\$ 57,361	30a	\$ 67,043
9c	\$ 47,992	20a	\$ 57,673	30b	\$ 67,355
10a	\$ 48,304	20b	\$ 57,986	30c	\$ 67,668
10b	\$ 48,616	20c	\$ 58,298	31a	\$ 67,981
10c	\$ 48,928	21a	\$ 58,610	31b	\$ 68,293
11a	\$ 49,241	21b	\$ 58,922	31c	\$ 68,605

*Salary schedule adjusted for additional 15 minutes, which equates to a 3.33% increase.
The referendum supplement is not included.

Grandfathered Schedule 2019-2020					
Master's Degree					
GAC2-R					
10-Month					
1a	\$ 40,808	12b	\$ 51,427	23c	\$ 62,046
1b	\$ 41,120	12c	\$ 51,740	24a	\$ 62,358
1c	\$ 41,432	13a	\$ 52,052	24b	\$ 62,670
2a	\$ 41,745	13b	\$ 52,364	24c	\$ 62,983
2b	\$ 42,057	13c	\$ 52,676	25a	\$ 63,295
2c	\$ 42,369	14a	\$ 52,989	25b	\$ 63,608
3a	\$ 42,682	14b	\$ 53,301	25c	\$ 63,920
3b	\$ 42,995	14c	\$ 53,613	26a	\$ 64,233
3c	\$ 43,307	15a	\$ 53,925	26b	\$ 64,545
4a	\$ 43,619	15b	\$ 54,238	26c	\$ 64,857
4b	\$ 43,931	15c	\$ 54,550	27a	\$ 65,169
4c	\$ 44,244	16a	\$ 54,862	27b	\$ 65,482
5a	\$ 44,556	16b	\$ 55,175	27c	\$ 65,794
5b	\$ 44,868	16c	\$ 55,488	28a	\$ 66,106
5c	\$ 45,180	17a	\$ 55,800	28b	\$ 66,418
6a	\$ 45,493	17b	\$ 56,112	28c	\$ 66,731
6b	\$ 45,805	17c	\$ 56,424	29a	\$ 67,043
6c	\$ 46,117	18a	\$ 56,737	29b	\$ 67,355
7a	\$ 46,429	18b	\$ 57,049	29c	\$ 67,668
7b	\$ 46,743	18c	\$ 57,361	30a	\$ 67,981
7c	\$ 47,055	19a	\$ 57,673	30b	\$ 68,293
8a	\$ 47,367	19b	\$ 57,986	30c	\$ 68,605
8b	\$ 47,679	19c	\$ 58,298	31a	\$ 68,917
8c	\$ 47,992	20a	\$ 58,610	31b	\$ 69,230
9a	\$ 48,304	20b	\$ 58,922	31c	\$ 69,542
9b	\$ 48,616	20c	\$ 59,236	32a	\$ 69,854
9c	\$ 48,928	21a	\$ 59,548	32b	\$ 70,166
10a	\$ 49,241	21b	\$ 59,860	32c	\$ 70,479
10b	\$ 49,553	21c	\$ 60,172	33a	\$ 70,791
10c	\$ 49,865	22a	\$ 60,485	33b	\$ 71,103
11a	\$ 50,177	22b	\$ 60,797	33c	\$ 71,415
11b	\$ 50,490	22c	\$ 61,109	34a	\$ 71,729
11c	\$ 50,802	23a	\$ 61,421	34b	\$ 72,041
12a	\$ 51,115	23b	\$ 61,734	34c	\$ 72,353

*Salary schedule adjusted for additional 15 minutes, which equates to a 3.33% increase.
The referendum supplement is not included.

Grandfathered Schedule 2019-2020					
Specialist					
GAB2-R					
10-Month					
1a	\$ 43,307	13b	\$ 54,862	25c	\$ 66,418
1b	\$ 43,619	13c	\$ 55,175	26a	\$ 66,731
1c	\$ 43,931	14a	\$ 55,487	26b	\$ 67,043
2a	\$ 44,243	14b	\$ 55,799	26c	\$ 67,355
2b	\$ 44,556	14c	\$ 56,112	27a	\$ 67,668
2c	\$ 44,868	15a	\$ 56,424	27b	\$ 67,980
3a	\$ 45,180	15b	\$ 56,736	27c	\$ 68,292
3b	\$ 45,493	15c	\$ 57,049	28a	\$ 68,605
3c	\$ 45,805	16a	\$ 57,361	28b	\$ 68,917
4a	\$ 46,117	16b	\$ 57,673	28c	\$ 69,229
4b	\$ 46,430	16c	\$ 57,986	29a	\$ 69,542
4c	\$ 46,742	17a	\$ 58,298	29b	\$ 69,854
5a	\$ 47,054	17b	\$ 58,610	29c	\$ 70,166
5b	\$ 47,367	17c	\$ 58,923	30a	\$ 70,479
5c	\$ 47,679	18a	\$ 59,235	30b	\$ 70,791
6a	\$ 47,991	18b	\$ 59,547	30c	\$ 71,103
6b	\$ 48,304	18c	\$ 59,860	31a	\$ 71,416
6c	\$ 48,616	19a	\$ 60,172	31b	\$ 71,728
7a	\$ 48,928	19b	\$ 60,484	31c	\$ 72,040
7b	\$ 49,241	19c	\$ 60,797	32a	\$ 72,353
7c	\$ 49,553	20a	\$ 61,109	32b	\$ 72,665
8a	\$ 49,865	20b	\$ 61,421	32c	\$ 72,977
8b	\$ 50,178	20c	\$ 61,734	33a	\$ 73,290
8c	\$ 50,490	21a	\$ 62,046	33b	\$ 73,602
9a	\$ 50,802	21b	\$ 62,358	33c	\$ 73,914
9b	\$ 51,115	21c	\$ 62,671	34a	\$ 74,227
9c	\$ 51,427	22a	\$ 62,983	34b	\$ 74,539
10a	\$ 51,739	22b	\$ 63,295	34c	\$ 74,851
10b	\$ 52,052	22c	\$ 63,608	35a	\$ 75,164
10c	\$ 52,364	23a	\$ 63,920	35b	\$ 75,476
11a	\$ 52,676	23b	\$ 64,232	35c	\$ 75,788
11b	\$ 52,988	23c	\$ 64,545	36a	\$ 76,101
11c	\$ 53,301	24a	\$ 64,857	36b	\$ 76,413
12a	\$ 53,613	24b	\$ 65,169	36c	\$ 76,725
12b	\$ 53,925	24c	\$ 65,481	37a	\$ 77,038
12c	\$ 54,238	25a	\$ 65,794	37b	\$ 77,350
13a	\$ 54,550	25b	\$ 66,106	37c	\$ 77,662

*Salary schedule adjusted for additional 15 minutes, which equates to a 3.33% increase.
The referendum supplement is not included.

Grandfathered Schedule 2019-2020					
Doctorate					
GAA2-R					
10-Month					
1a	\$ 45,805	13c	\$ 57,673	26b	\$ 69,542
1b	\$ 46,117	14a	\$ 57,986	26c	\$ 69,854
1c	\$ 46,430	14b	\$ 58,298	27a	\$ 70,166
2a	\$ 46,742	14c	\$ 58,610	27b	\$ 70,479
2b	\$ 47,054	15a	\$ 58,923	27c	\$ 70,791
2c	\$ 47,367	15b	\$ 59,235	28a	\$ 71,103
3a	\$ 47,679	15c	\$ 59,547	28b	\$ 71,416
3b	\$ 47,991	16a	\$ 59,860	28c	\$ 71,728
3c	\$ 48,304	16b	\$ 60,172	29a	\$ 72,040
4a	\$ 48,616	16c	\$ 60,484	29b	\$ 72,353
4b	\$ 48,928	17a	\$ 60,797	29c	\$ 72,665
4c	\$ 49,241	17b	\$ 61,109	30a	\$ 72,977
5a	\$ 49,553	17c	\$ 61,421	30b	\$ 73,290
5b	\$ 49,865	18a	\$ 61,734	30c	\$ 73,602
5c	\$ 50,178	18b	\$ 62,046	31a	\$ 73,914
6a	\$ 50,490	18c	\$ 62,358	31b	\$ 74,227
6b	\$ 50,802	19a	\$ 62,671	31c	\$ 74,539
6c	\$ 51,115	19b	\$ 62,983	32a	\$ 74,851
7a	\$ 51,427	19c	\$ 63,295	32b	\$ 75,164
7b	\$ 51,739	20a	\$ 63,608	32c	\$ 75,476
7c	\$ 52,052	20b	\$ 63,920	33a	\$ 75,788
8a	\$ 52,364	20c	\$ 64,232	33b	\$ 76,101
8b	\$ 52,676	21a	\$ 64,545	33c	\$ 76,413
8c	\$ 52,988	21b	\$ 64,857	34a	\$ 76,725
9a	\$ 53,301	21c	\$ 65,169	34b	\$ 77,038
9b	\$ 53,613	22a	\$ 65,481	34c	\$ 77,350
9c	\$ 53,925	22b	\$ 65,794	35a	\$ 77,662
10a	\$ 54,238	22c	\$ 66,106	35b	\$ 77,974
10b	\$ 54,550	23a	\$ 66,418	35c	\$ 78,287
10c	\$ 54,862	23b	\$ 66,731	36a	\$ 78,599
11a	\$ 55,175	23c	\$ 67,043	36b	\$ 78,911
11b	\$ 55,487	24a	\$ 67,355	36c	\$ 79,224
11c	\$ 55,799	24b	\$ 67,668	37a	\$ 79,536
12a	\$ 56,112	24c	\$ 67,980	37b	\$ 79,848
12b	\$ 56,424	25a	\$ 68,292	37c	\$ 80,161
12c	\$ 56,736	25b	\$ 68,605	38a	\$ 80,474
13a	\$ 57,049	25c	\$ 68,917	38b	\$ 80,786
13b	\$ 57,361	26a	\$ 69,230	38c	\$ 81,098

*Salary schedule adjusted for additional 15 minutes, which equates to a 3.33% increase.
The referendum supplement is not included.

Grandfathered Schedule 2019-2020					
Bachelor's Degree					
GXD2-R					
11-Month					
1a	\$ 43,931	11c	\$ 53,925	22b	\$ 63,920
1b	\$ 44,243	12a	\$ 54,238	22c	\$ 64,232
1c	\$ 44,556	12b	\$ 54,550	23a	\$ 64,545
2a	\$ 44,868	12c	\$ 54,862	23b	\$ 64,857
2b	\$ 45,180	13a	\$ 55,175	23c	\$ 65,169
2c	\$ 45,493	13b	\$ 55,487	24a	\$ 65,481
3a	\$ 45,805	13c	\$ 55,799	24b	\$ 65,794
3b	\$ 46,117	14a	\$ 56,112	24c	\$ 66,106
3c	\$ 46,430	14b	\$ 56,424	25a	\$ 66,418
4a	\$ 46,742	14c	\$ 56,736	25b	\$ 66,731
4b	\$ 47,054	15a	\$ 57,049	25c	\$ 67,043
4c	\$ 47,367	15b	\$ 57,361	26a	\$ 67,355
5a	\$ 47,679	15c	\$ 57,673	26b	\$ 67,668
5b	\$ 47,991	16a	\$ 57,986	26c	\$ 67,980
5c	\$ 48,304	16b	\$ 58,298	27a	\$ 68,292
6a	\$ 48,616	16c	\$ 58,610	27b	\$ 68,605
6b	\$ 48,928	17a	\$ 58,923	27c	\$ 68,917
6c	\$ 49,241	17b	\$ 59,235	28a	\$ 69,229
7a	\$ 49,553	17c	\$ 59,547	28b	\$ 69,542
7b	\$ 49,865	18a	\$ 59,860	28c	\$ 69,854
7c	\$ 50,178	18b	\$ 60,172	29a	\$ 70,166
8a	\$ 50,490	18c	\$ 60,484	29b	\$ 70,479
8b	\$ 50,802	19a	\$ 60,797	29c	\$ 70,791
8c	\$ 51,115	19b	\$ 61,109	30a	\$ 71,103
9a	\$ 51,427	19c	\$ 61,421	30b	\$ 71,416
9b	\$ 51,739	20a	\$ 61,734	30c	\$ 71,728
9c	\$ 52,052	20b	\$ 62,046	31a	\$ 72,040
10a	\$ 52,364	20c	\$ 62,358	31b	\$ 72,353
10b	\$ 52,676	21a	\$ 62,671	31c	\$ 72,665
10c	\$ 52,988	21b	\$ 62,983	32a	\$ 72,978
11a	\$ 53,301	21c	\$ 63,295	32b	\$ 73,290
11b	\$ 53,613	22a	\$ 63,608	32c	\$ 73,602

*Salary schedule adjusted for additional 15 minutes, which equates to a 3.33% increase.
The referendum supplement is not included.

Grandfathered Schedule 2019-2020					
Master's Degree					
GXC2-R					
11-Month					
1a	\$ 44,868	13b	\$ 56,424	25c	\$ 67,981
1b	\$ 45,180	13c	\$ 56,736	26a	\$ 68,292
1c	\$ 45,493	14a	\$ 57,049	26b	\$ 68,605
2a	\$ 45,805	14b	\$ 57,361	26c	\$ 68,917
2b	\$ 46,117	14c	\$ 57,673	27a	\$ 69,229
2c	\$ 46,430	15a	\$ 57,986	27b	\$ 69,542
3a	\$ 46,742	15b	\$ 58,298	27c	\$ 69,854
3b	\$ 47,054	15c	\$ 58,610	28a	\$ 70,166
3c	\$ 47,367	16a	\$ 58,923	28b	\$ 70,479
4a	\$ 47,679	16b	\$ 59,235	28c	\$ 70,791
4b	\$ 47,991	16c	\$ 59,547	29a	\$ 71,103
4c	\$ 48,304	17a	\$ 59,860	29b	\$ 71,416
5a	\$ 48,616	17b	\$ 60,172	29c	\$ 71,728
5b	\$ 48,928	17c	\$ 60,484	30a	\$ 72,040
5c	\$ 49,241	18a	\$ 60,797	30b	\$ 72,353
6a	\$ 49,553	18b	\$ 61,109	30c	\$ 72,665
6b	\$ 49,865	18c	\$ 61,421	31a	\$ 72,977
6c	\$ 50,178	19a	\$ 61,734	31b	\$ 73,290
7a	\$ 50,490	19b	\$ 62,046	31c	\$ 73,602
7b	\$ 50,802	19c	\$ 62,358	32a	\$ 73,914
7c	\$ 51,115	20a	\$ 62,671	32b	\$ 74,227
8a	\$ 51,427	20b	\$ 62,983	32c	\$ 74,539
8b	\$ 51,739	20c	\$ 63,295	33a	\$ 74,851
8c	\$ 52,052	21a	\$ 63,608	33b	\$ 75,164
9a	\$ 52,364	21b	\$ 63,920	33c	\$ 75,476
9b	\$ 52,676	21c	\$ 64,232	34a	\$ 75,788
9c	\$ 52,988	22a	\$ 64,545	34b	\$ 76,101
10a	\$ 53,301	22b	\$ 64,857	34c	\$ 76,413
10b	\$ 53,613	22c	\$ 65,169	35a	\$ 76,725
10c	\$ 53,925	23a	\$ 65,481	35b	\$ 77,038
11a	\$ 54,238	23b	\$ 65,794	35c	\$ 77,350
11b	\$ 54,550	23c	\$ 66,106	36a	\$ 77,662
11c	\$ 54,862	24a	\$ 66,418	36b	\$ 77,974
12a	\$ 55,175	24b	\$ 66,731	36c	\$ 78,287
12b	\$ 55,487	24c	\$ 67,043	37a	\$ 78,599
12c	\$ 55,799	25a	\$ 67,355	37b	\$ 78,911
13a	\$ 56,112	25b	\$ 67,668	37c	\$ 79,224

*Salary schedule adjusted for additional 15 minutes, which equates to a 3.33% increase.
The referendum supplement is not included.

Grandfathered Schedule 2019-2020					
		Specialist GXB2-R 11-Month			
1a	\$ 47,679	14b	\$ 60,172	27c	\$ 72,665
1b	\$ 47,991	14c	\$ 60,484	28a	\$ 72,977
1c	\$ 48,304	15a	\$ 60,797	28b	\$ 73,290
2a	\$ 48,616	15b	\$ 61,109	28c	\$ 73,602
2b	\$ 48,928	15c	\$ 61,421	29a	\$ 73,914
2c	\$ 49,241	16a	\$ 61,734	29b	\$ 74,227
3a	\$ 49,553	16b	\$ 62,046	29c	\$ 74,539
3b	\$ 49,865	16c	\$ 62,358	30a	\$ 74,851
3c	\$ 50,178	17a	\$ 62,671	30b	\$ 75,164
4a	\$ 50,490	17b	\$ 62,983	30c	\$ 75,476
4b	\$ 50,802	17c	\$ 63,295	31a	\$ 75,788
4c	\$ 51,115	18a	\$ 63,608	31b	\$ 76,101
5a	\$ 51,427	18b	\$ 63,920	31c	\$ 76,413
5b	\$ 51,739	18c	\$ 64,232	32a	\$ 76,725
5c	\$ 52,052	19a	\$ 64,545	32b	\$ 77,038
6a	\$ 52,364	19b	\$ 64,857	32c	\$ 77,350
6b	\$ 52,676	19c	\$ 65,169	33a	\$ 77,662
6c	\$ 52,988	20a	\$ 65,481	33b	\$ 77,974
7a	\$ 53,301	20b	\$ 65,794	33c	\$ 78,287
7b	\$ 53,613	20c	\$ 66,106	34a	\$ 78,599
7c	\$ 53,925	21a	\$ 66,418	34b	\$ 78,911
8a	\$ 54,238	21b	\$ 66,731	34c	\$ 79,224
8b	\$ 54,550	21c	\$ 67,043	35a	\$ 79,536
8c	\$ 54,862	22a	\$ 67,355	35b	\$ 79,848
9a	\$ 55,175	22b	\$ 67,668	35c	\$ 80,161
9b	\$ 55,487	22c	\$ 67,980	36a	\$ 80,473
9c	\$ 55,799	23a	\$ 68,292	36b	\$ 80,785
10a	\$ 56,112	23b	\$ 68,605	36c	\$ 81,098
10b	\$ 56,424	23c	\$ 68,917	37a	\$ 81,410
10c	\$ 56,736	24a	\$ 69,229	37b	\$ 81,722
11a	\$ 57,049	24b	\$ 69,542	37c	\$ 82,035
11b	\$ 57,361	24c	\$ 69,854	38a	\$ 82,347
11c	\$ 57,673	25a	\$ 70,166	38b	\$ 82,659
12a	\$ 57,986	25b	\$ 70,479	38c	\$ 82,972
12b	\$ 58,298	25c	\$ 70,791	39a	\$ 83,284
12c	\$ 58,610	26a	\$ 71,103	39b	\$ 83,596
13a	\$ 58,923	26b	\$ 71,416	39c	\$ 83,909
13b	\$ 59,235	26c	\$ 71,728	40a	\$ 84,222
13c	\$ 59,547	27a	\$ 72,040	40b	\$ 84,534
14a	\$ 59,860	27b	\$ 72,353	40c	\$ 84,846

*Salary schedule adjusted for additional 15 minutes, which equates to a 3.33% increase.
The referendum supplement is not included.

Grandfathered Schedule 2019-2020					
Doctorate					
GXA2-R					
11-Month					
1a	\$ 50,802	15a	\$ 63,920	29a	\$ 77,038
1b	\$ 51,115	15b	\$ 64,232	29b	\$ 77,350
1c	\$ 51,427	15c	\$ 64,545	29c	\$ 77,662
2a	\$ 51,739	16a	\$ 64,857	30a	\$ 77,974
2b	\$ 52,052	16b	\$ 65,169	30b	\$ 78,287
2c	\$ 52,364	16c	\$ 65,481	30c	\$ 78,599
3a	\$ 52,676	17a	\$ 65,794	31a	\$ 78,911
3b	\$ 52,988	17b	\$ 66,106	31b	\$ 79,224
3c	\$ 53,301	17c	\$ 66,418	31c	\$ 79,536
4a	\$ 53,613	18a	\$ 66,731	32a	\$ 79,848
4b	\$ 53,925	18b	\$ 67,043	32b	\$ 80,161
4c	\$ 54,238	18c	\$ 67,355	32c	\$ 80,473
5a	\$ 54,550	19a	\$ 67,668	33a	\$ 80,785
5b	\$ 54,862	19b	\$ 67,980	33b	\$ 81,098
5c	\$ 55,175	19c	\$ 68,292	33c	\$ 81,410
6a	\$ 55,487	20a	\$ 68,605	34a	\$ 81,722
6b	\$ 55,799	20b	\$ 68,917	34b	\$ 82,035
6c	\$ 56,112	20c	\$ 69,229	34c	\$ 82,347
7a	\$ 56,424	21a	\$ 69,542	35a	\$ 82,659
7b	\$ 56,736	21b	\$ 69,854	35b	\$ 82,972
7c	\$ 57,049	21c	\$ 70,166	35c	\$ 83,284
8a	\$ 57,361	22a	\$ 70,479	36a	\$ 83,596
8b	\$ 57,673	22b	\$ 70,791	36b	\$ 83,909
8c	\$ 57,986	22c	\$ 71,103	36c	\$ 84,221
9a	\$ 58,298	23a	\$ 71,416	37a	\$ 84,533
9b	\$ 58,610	23b	\$ 71,728	37b	\$ 84,846
9c	\$ 58,923	23c	\$ 72,040	37c	\$ 85,158
10a	\$ 59,235	24a	\$ 72,353	38a	\$ 85,470
10b	\$ 59,547	24b	\$ 72,665	38b	\$ 85,783
10c	\$ 59,860	24c	\$ 72,977	38c	\$ 86,095
11a	\$ 60,172	25a	\$ 73,290	39a	\$ 86,407
11b	\$ 60,484	25b	\$ 73,602	39b	\$ 86,720
11c	\$ 60,797	25c	\$ 73,914	39c	\$ 87,032
12a	\$ 61,109	26a	\$ 74,227	40a	\$ 87,344
12b	\$ 61,421	26b	\$ 74,539	40b	\$ 87,657
12c	\$ 61,734	26c	\$ 74,851	40c	\$ 87,969
13a	\$ 62,046	27a	\$ 75,164	41a	\$ 88,281
13b	\$ 62,358	27b	\$ 75,476	41b	\$ 88,594
13c	\$ 62,671	27c	\$ 75,788	41c	\$ 88,906
14a	\$ 62,983	28a	\$ 76,101	42a	\$ 89,219
14b	\$ 63,295	28b	\$ 76,413	42b	\$ 89,531
14c	\$ 63,608	28c	\$ 76,726	42c	\$ 89,843

*Salary schedule adjusted for additional 15 minutes, which equates to a 3.33% increase. The referendum supplement is not included.

2019-2020 MEA Allocations	
Paras	734
Teachers	2830.6

Mandatory Employer-Paid	
Cost	Percentage
Retirement:	8.47%
FICA	7.65%
Workers' Comp	1.40%
Life	0.22%
Total	17.74%

MEA Referendum Supplement Calculations											
Union Group	Total Referendum Funds	Percentage Allocation	Employee Group Referendum Funds Allocation	2018-2019 Rollover	Pre- Withholding Net Employee Group Referendum Funds Allocation	Mandatory Employer-Paid Federal and State Withholdings at 17.74%	Net Employee Group Referendum Funds Allocation	Cost of Schedule Adjustment	Funds Available for Referendum Supplement	FTE	Referendum Supplement
Paraprofessionals	\$ 40,061,265	5%	\$ 2,003,063	\$ (58,056)	\$ 1,945,007	\$ 345,044	\$ 1,599,963	\$ 500,430	\$ 1,099,533	734	\$ 1,498
Teachers	\$ 40,061,265	51%	\$ 20,431,245	\$ 1,369,387	\$ 21,800,632	\$ 3,867,432	\$ 17,933,200	\$ 4,550,269	\$ 13,382,931	2831	\$ 4,728

Pat Barber
8/13/19

Carla Sandoz

BWP	BV
1/4/19	TA
TA	11/4/19

1/4/19
TA

11/4/19

11/4/19

11/4/19
ty status

ice.

Employee will

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

Manatee Education Association

School Board of Manatee County Florida

By: _____

By: _____

Date: _____

Date: _____

BMP TA
7/12 11/4/19
11/4/19

ARTICLE XII
COMPENSATION AND HEALTH INSURANCE

Section 5 - Plan Design (all language not addressed will remain the same)

1. Summary - A summary of the health insurance plan designs and their associated premiums for the 2016 2017-2018 plan year are located in Appendix E.

Participants in the health insurance plans for 2017 will have a premium holiday for the month of December 2017, as a result of a premium cycle change. Participants will not have employee premiums deducted for the December 2017 paydays. The Board premium will continue to be paid.

2. Terminally Ill Employees - Any employee who has credit for a minimum of 2 years of service with the School Board, who, at the time of the leave, is covered under the Board health insurance plan and who is terminally ill or has a family member who is terminally ill shall have the School Board portion of his or her insurance premium paid by the Board for up to 12 months from the date that the individual begins his or her unpaid sick leave.

Any documentation of terminal illness shall remain confidential and not be placed in the personnel file of the employee.

3. Full Year Coverage - Teachers who complete their contract year and have paid for a full year's health insurance coverage shall receive a full year's health insurance coverage.

Coverage for teachers who separate from the District:

a. If a teacher finishes the contract year (May/June, depending on the last workday for the employee) and is non-renewed, resigns, or retires, benefit premiums will be collected to provide coverage through July 31.

b. If a teacher resigns during the contract year (prior to the last workday), benefit coverage will continue through the end of the termination month.

4. A teacher who completes the full contract year and is rehired prior to the first duty day of the next contract year will not be considered to have a break in service, therefore, all benefits will be restored and premiums will be collected accordingly.

5. A teacher who resigned from the district and is rehired after the first duty day is considered a new hire and benefits will not be effective until the waiting period has been met unless the employee pays the full September premium in advance.

4. 6. New Teacher Coverage - New teachers who wish to purchase health insurance so that they will have coverage from the date that they begin work until the normal effective date of coverage, may purchase such coverage at full monthly cost, including Board share of premiums, for each month or portion thereof during this interim period of time.



**Memorandum of Understanding – Vacancies
Between
The School District of Manatee County
And
The Manatee Education Association
For the 2019-2020 School Year**

Barb BU
TA TA
11/4/19 11/4/19

**Article XI
Vacancies, Transfers and Promotions**

Known instructional vacancies for the following school year shall be posted for five (5) workdays starting on the first workday in April and continuing through the first day of July. Instructional vacancies which occur after the first of July through the remainder of the school year shall be posted electronically for five (5) workdays, except that vacancies that occur from five (5) days prior to the teachers' first workday through five (5) days after the student year begins shall be posted for two (2) days.

After the applicant has been officially approved to fill the position, other applicants will be promptly notified of the decision.

~~Teachers may request the Personnel Department include them on the email list.~~

ok

~~The Board shall email a copy of all postings of vacancies to the Manatee Education Association Office.~~

~~Manatee Education Association~~

~~School District of Manatee County~~

Patricia Barber Date
President

~~Cynthia Saunders~~ Date
Deputy Superintendent - Instruction

BNP
11/4/19
TA
11/4/19

APPENDIX "A"
INSTRUCTIONAL SALARY SCHEDULES

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. No teacher will be eligible for performance pay in 2014-2015.

There are two Teacher Salary Schedules, a Performance Salary Schedule and a Grandfathered Salary Schedule. Placement on the Teacher's Salary Schedule is determined by public school teaching experience. A teacher will be given credit for all public school teaching experience, provided the experience was earned in the United States and provided the teacher was properly certified at the time the experience was earned. All employees whose start date is after July 1, 2009, will be placed on the appropriate step on the Performance Salary Schedule. Teachers hired prior to July 1, 2009 shall be placed on the Grandfathered Schedule. Teachers on the Grandfathered Schedule may opt to move to the Performance Salary Schedule as provided in law. Teachers opting to move to the Performance Salary Schedule shall relinquish their Professional Services Contract and will be on Annual Contract status. In compliance with F.S. 1012.22 all instructional employees new to the district, returning to the district after a break in service without an authorized leave of absence, or appointed for the first time to a position in the district in the capacity of instructional personnel shall be placed on the Performance Salary Schedule.

For instructional personnel on the Performance Schedule, hired on or before June 30, 2011, the compensation for a credited advanced degree shall be added to their assigned pay schedule Masters, Specialist, Doctorate and be a part of the permanent base pay. Instructional personnel on the Performance Schedule hired after June 30, 2011, who held an advanced degree in their area of certification will be awarded a degree supplement. Instructional personnel on the Grandfathered Schedule who hold a Masters, Specialist, or Doctorate degree shall be placed on the appropriate level of the salary schedule for the last degree. Advanced degree pay is part of the employee's daily rate of pay calculation when employees are contracted for additional days or hours.

Advancement on the salary schedule shall be based upon 99 or more days employment, including paid holidays, within the school district during a previous school year. The method of advancement to succeeding levels after the 2010-2011 school year shall be determined through negotiation. There is no presumption of status quo with respect to advancement to a different level on the salary schedule. Note that no step advancement was awarded during the 2011-2012 contract year.

As prescribed by law, advancement of level on the Performance Salary Schedule shall be for eligible teachers that receive an Effective or Highly Effective performance rating for the previous year. ~~Eligible teachers on the Performance Schedule not provided a rating in the previous year shall be advanced the same as teachers rated Effective.~~ Teachers on the Performance Salary Schedule rated less than Effective (Unsatisfactory, Needs Improvement or Developing) for the prior year are not eligible for level advancement on the schedule. Eligible teachers on the Grandfathered Schedule rated Unsatisfactory for the prior year are not eligible for level advancement on the Grandfathered Schedule.

Vocational Teachers initially employed by the District after February 15, 2002 who are locally certified shall be granted full credit on the salary schedule for all previous work experience that is

49 related to the assignment and/or area of certification of the employee. Such experience must be
50 properly documented and submitted to the district for verification.

51
52 Teachers in the Deferred Retirement Option Program (DROP) who are approved for participation in
53 the extended DROP program by the Superintendent of Schools shall be continued in the DROP
54 program on an annual contract basis. The annual contract basis for renewal shall refer to the
55 contractual status only and shall not affect the salary schedule placement of the teacher.

56
57 For the 2017-2018 work year, levels 1a and 1b on the Performance Pay Salary Schedule shall be
58 eliminated and employees on those levels will be moved to level 1c. Level 1c will become the new
59 level for hiring purposes. In addition, each level on the Performance Pay Salary Schedule and the
60 Grandfathered Salary Schedules shall be increased by \$200.00.



Wellbeing Program – 2020 Key Elements

School District of Manatee County (SDMC)

BV
TA
11/4/19

BWP
JD
11/4/19

September 26, 2019

AON
Empower Results®

Proprietary & Confidential

2020 Roadmap – Initiatives & Incentives

Strategic

Operational

Tactical



2020 Initiatives

- Continue to work on defining wellbeing strategy and build a 3-year roadmap with 2020 as baseline
- Wellbeing governance
 - Refine champion and leadership roles
 - Roll out program/themes to principals, managers, wellbeing champions with strong support by District senior leadership
 - Recruit/confirm wellbeing champions in every building
 - Conduct champions summit, with champion toolkit, in Q1 2020
 - Develop and launch location wellbeing awards
- Rollout communications and incentive strategy, incl.
 - Monthly Wellbeing Emails
 - Facebook, Twitter, SDMC App
- Continue to promote refreshed EAP in consumer-friendly way *for all employees*
- Deploy employee engagement survey (year end)
- Develop results scorecard

For Medical Plan Enrollees Only

- Wellbeing assessment (HRQ) via FL Blue
- Pilot/promotion of FL Blue diabetes and weight telephonic coaching

For All Employees#

- Onsite health screenings via FL Blue for plan participants
- Other
 - Principal commitment (form), emotional fitness and ongoing training at principal meetings
 - District-wide site vs. local activity challenge
 - Location-specific onsite activities, minimally quarterly
 - Existing onsite gyms

Assumes funding from Health Fund for medical plan enrollees and District for non medical plan enrollees

Employees (for individual wellbeing participation)

- Raffles will be conducted two times per year (June and December)
- Raffles for participation to include: annual screening (onsite or doctor's office) and local challenge(s) – open to all employees
- 10 raffle awards per period
- Assume \$40,000 annually

Location (for location wellbeing achievement)

- Location site awards
 - Any location that meets minimum requirements (Silver level) receives award plaque
 - Gold and Platinum levels receive funding: \$1,000 for Gold and \$1,500 for Platinum
- End of year additional \$500 award to District location with the "best" overall results
 - Assumes award to one Elementary, Middle and High School, and one non-education location (i.e., four in total)
- Staff at winning locations vote on how funds are spent towards additional onsite wellbeing activities or supplies

2020 Incentives



Investment Considerations – Health Fund

Prof
11/1/19
JDA

Tactics	Projected 2020 Expense	Assumptions and Notes
Champion Summit	Minimal (~\$1,500)	
Health Screenings for Medical Plan Employees ¹	\$40,500	~40% of half of the 4,500 enrolled FL Blue medical active employees at larger locations at \$0/per participant (pp) ~40% of the other half of 4,500 enrolled FL Blue medical active employees at smaller locations at \$45/pp
HRQ, telephonic coaching	Neutral (part of FL Blue existing fees)	
Individual & School Incentives ¹	\$102,750	Assumes half of the District's 55 locations achieve Gold and the other half Platinum status
Refresh EAP	Neutral to current	ComPsych effective 10/1/2019
Sub-Total	\$144,750 or \$32.16 PEPPY	
Less FL Blue Wellness Credit	(\$100,000)	
Net Fund Investment	\$44,750 or \$9.94 PEPPY²	

¹ To track whether employee screened (and is therefore eligible for incentive), onsite participation lists will be collected from FL Blue and maintained by SDMC. For those who screen at MD office/ alternative, completion of attestation form will be requested from employee. \$40,000 of individual incentives are shared proportionally between the Fund and District, based on expected participation of medical and non medical plan enrollees

² Per employee per year, across the average 4,500 active employees assumed enrolled in District medical (i.e., non medical plan enrollees are not part of above budget)