

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

**Millage Referendum for MEA Instructional Staff & Paraprofessionals  
Resolution of Grievance AAA Case Number: 01-18-003-9972**

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 and resolving the grievance filed by MEA with the American Arbitration Association, AAA Case Number: 01-18-003-9972.

The parties agree that beginning in the 2019-2020, 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. For weeks when students are present less than five days, a proportionate amount of time will be provided. At a frequency no greater than twice, per month, no more than 45 minutes of that time may be scheduled and used for, but not limited to: team meetings, department meetings, grade level meetings, progress monitoring, collaborative planning, data analysis or any other purposes for academic enhancement, enrichment or improvement. Planning time will consist of blocks of time of no less than 15 minutes and may be before or after the student day. This does not affect/alter and/or change the right to hold faculty meetings fourteen (14) times per year as set for in the Collective Bargaining Agreement on page 13, paragraph 3.
4. Elementary teachers will receive no less than 50 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, of no less than 50 minutes; High school teachers will receive no less than an average of 50 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 7.25 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.


This resolves the grievance filed by the Manatee Education Association, against the School Board of Manatee County, Florida, pending before the American Arbitration Association, Case Number: 01-18-003-9972, without costs, disbursements and/or any other measure of damages or compensation, to either side, including the time period that the referendum has been in effect (2018-2019 School year). The Manatee Education Association also agrees to withdraw the grievance with prejudice with the American Arbitration Association.


Any funds not distributed, or are remaining from, the 1 mil Referendum in the current year shall be included and added to the funds for distribution to Teacher and Paraprofessional bargaining unit members in the following fiscal year. The District will report the amount of these funds to MEA at the same time as the certification of funds is reported by the Property Appraiser.

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

School District of Manatee County

Manatee Education Association

  
Cynthia Saunders  
Superintendent

  
Pat Barber  
President

Dated: 4/25/19

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