

2016-2017 TENTATIVE AGREEMENTS FOR PARAPROFESSIONALS

On Monday, October 3, 2016, teams from the MEA and the School Board reached Tentative Agreements through collective bargaining on contracts for both Teachers and Paraprofessionals. The MEA and the District negotiations' teams worked together to reach the tentative agreements.

Highlights of the Paraprofessional Tentative Agreement include:

Salary

- Returning paraprofessionals receive a one (1) salary step advancement on the salary schedule.
- Paraprofessionals that are currently at the top step of the salary schedule receive a 2% increase on their base salary. Refer to the Paraprofessional Salary Schedule for specific hourly amounts.

Duration and Retroactivity

- The Duration of the agreement is until June 30, 2017. The agreement is retroactive to 7/1/16.

Health Insurance

- There are no changes to health insurance plan benefits for the 2017 plan year.
- Employees continue to have three plans to choose from: Gold, Silver or Bronze plans.
- The Health Insurance Plan premium structure and Employee contributions for health insurance plan coverage changes for some employees. The changes in premiums take effect in the December 2016 payroll for the January 1, 2017 plan year. The Health Insurance Plan premium structure changes from a three (3) tier structure to a four (4) tier structure. The four tiers are as follows:

“Employee Only” coverage	The employee contribution to premiums for “Employee Only” coverage remains the same as the current contribution.
“Employee plus Children” coverage	The employee contribution for premiums for “Employee plus Children” coverage are at the same employee contribution rate as the current Employee plus one coverage premium. Therefore, employees that cover a single child will pay the same contribution rate for the coming year. Currently, employees that select coverage for multiple children must choose Employee plus Family Coverage. For the 2017 plan year, the employee contribution for these employees will be at the “Employee plus Children” tier and the rate will be less than the current “Employee plus Family” contribution. These employees will see a reduction in employee contributions for the 2017 plan year.
“Employee plus Spouse” coverage	Employees choosing to have coverage through the “Employee plus Spouse” tier will see increases in employee contributions.
“Employee plus Family” coverage	Employees choosing to have coverage through the “Employee plus Family” tier will see increases in employee contributions.

- Employees may choose any of the four tiers during open enrollment for the 2017 plan year. Please refer to the chart included in the Tentative Agreement packet describing the Health Insurance Plan premium contributions to see the specific amounts of employee contributions that take effect in December 2016 for the January 2017 plan year.

Ratification Process

- Bargaining Unit ratification vote is scheduled for the week of October 24, 2016.

PLEASE REVIEW THE TENTATIVE AGREEMENT ATTACHMENTS FOR MORE DETAILS

All modifications within the Tentative Agreements may only be implemented if ratified by the respective Bargaining Unit employees and the School Board. For additional clarity pertaining to the Tentative Agreements please contact MEA.



TA BV 10/3/16
 TA BAF 10/3/16

FTE for All Paraprofessionals

Schedule	9/23/2016 FTE
Paraprofessionals	704.10
One Step Increase (includes benefits and payroll costs at 16.91%)	\$277,859

*Note: Figures include a 2% increase for paraprofessionals at the top of their schedules.

FTE for All Instructional Staff

Schedule	9/23/2016 FTE
Grandfathered	1965.83
Eligible	1965.83
Grandfathered Performance	853.87
Eligible Performance	556.27
Total Grandfathered and Performance	2819.70
Total Eligible	2522.10

*Note: Figures do not include \$158,000 for longevity.

Costs with 35% on Performance Schedule Rated as Highly Effective, and 63% Rated as Effective. Estimated 2% on Performance Schedule Ineligible for Level Movement. Teachers with Unsatisfactory Rating on Grandfathered Schedule Ineligible for Level Movement.

Schedule/ Performance Group	No Change FTE of 11.13	Two Levels + \$2 (\$608) FTE of 350.45	Three Levels (\$909) FTE of 1965.83	Three Levels + \$2 (\$911) FTE of 194.69	Cost without Benefits FTE of 2522.10	Cost with Benefits @ 16.91% FTE of 2522.10
Eligible Performance-Effective (63%)		\$213,074			\$213,074	\$249,104
Grandfathered (100%)			\$1,786,939		\$1,786,939	\$2,089,111
Eligible Performance-Highly Effective (35%)				\$177,367	\$177,367	\$207,359
Total	\$0	\$213,074	\$1,786,939	\$177,367	\$2,177,380	\$2,545,575

TA BNP 10/10/16 BV 10/10/16

Asst
Paraprofessionals

Individuals already at Step 23 for the 2015/16 work year shall receive an additional 2% pay for 2016/17.

TA BV 10/10/16
 TA DNP 10/10/16

School Board of Manatee County
 2015-2016 Hourly Schedules for Paraprofessionals, Teacher Assistants, Library Assistants, ED, Interpreter 1 & 2, Home Schil Liaison 1 & 2

	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23
PP2	12.95	13.08	13.38	13.56	13.9	14.11	14.45	14.67	14.97	15.24	15.56	15.91	16.17	16.5	16.81	17.22	17.55	17.88	18.09	18.24	18.41	19.24	20.93	21.66
PP3	13.21	13.34	13.62	13.84	14.12	14.39	14.71	14.97	15.26	15.57	15.88	16.22	16.49	16.85	17.12	17.51	17.88	18.22	18.42	18.61	18.77	19.60	21.3	22.07
PP4	13.44	13.57	13.91	14.08	14.40	14.65	15.01	15.25	15.54	15.84	16.18	16.52	16.84	17.16	17.47	17.84	18.22	18.58	18.81	18.96	19.11	19.98	21.74	22.47
PP5	13.72	13.85	14.14	14.37	14.67	14.95	15.29	15.54	15.85	16.14	16.48	16.87	17.15	17.50	17.80	18.19	18.58	18.94	19.13	19.32	19.49	20.38	22.17	22.90
PP6	13.97	14.11	14.42	14.63	14.97	15.22	15.59	15.85	16.15	16.46	16.83	17.18	17.48	17.83	18.13	18.54	18.94	19.31	19.50	19.71	19.88	20.79	22.61	23.34

2015-2016 Hourly Schedules for Teacher Aids

	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23
TA2	10.54	10.64	10.90	11.03	11.24	11.50	11.78	11.92	12.20	12.48	12.69	12.91	13.22	13.51	13.75	14.02	14.49	14.67	14.86	15.03	15.15	16.00	17.33	18.06
TA3	10.73	10.83	11.07	11.24	11.45	11.73	12.02	12.14	12.44	12.71	12.94	13.13	13.50	13.75	14.04	14.24	14.76	14.93	15.14	15.29	15.43	16.29	17.66	18.39
TA4	10.94	11.04	11.29	11.47	11.66	11.94	12.22	12.38	12.66	12.97	13.17	13.37	13.71	14.04	14.27	14.52	15.05	15.21	15.43	15.59	15.74	16.61	18.01	18.47
TA5	11.14	11.25	11.50	11.67	11.88	12.16	12.46	12.61	12.93	13.21	13.44	13.64	14.03	14.27	14.57	14.79	15.31	15.52	15.74	15.91	16.04	16.94	18.36	19.09
TA6	11.37	11.48	11.73	11.89	12.11	12.40	12.70	12.88	13.16	13.47	13.66	13.91	14.25	14.57	14.82	15.09	15.61	15.82	16.04	16.18	16.35	17.25	18.70	19.43

2015-2016 Parent Liaison Hourly Schedule

	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23
PL1	12.76	12.89	13.15	13.34	13.76	14.02	14.3	14.58	14.94	15.22	15.52	15.95	16.24	16.65	16.95	17.37	17.81	18.18	18.56	18.78	18.93	20.97	21.70	21.70
PL2	17.20	17.37	17.81	18.18	18.55	19.02	19.40	19.88	20.67	20.76	21.10	21.65	22.18	22.70	23.20	23.72	24.24	24.83	25.39	25.64	25.90	28.46	29.19	29.19



BV 10/3/16
TA BNP 10/3/16

Option 3
EE/EE+CH COST NEUTRAL

Change from 2016

Active Employees:	4,412	15
Total District Spend*:	\$36,796,000	(\$187,000)
Active EE Contributions:	\$15,396,000	\$5,058,000
Total Projected Cost**:	\$52,192,000	\$4,871,000
Board Subsidy PEPM:	\$695	(\$6)

2017 Premium Rates	Bronze	Silver	Gold
EE Only	\$525	\$571	\$607
EE + Spouse	\$1,156	\$1,256	\$1,335
EE + Child(ren)	\$947	\$1,027	\$1,092
Family	\$1,576	\$1,712	\$1,820

Board Subsidy	Bronze	Silver	Gold
EE Only	\$493	\$507	\$505
EE + Spouse	\$767	\$781	\$779
EE + Child(ren)	\$787	\$737	\$724
Family	\$1,061	\$1,011	\$998

EE Contributions	Bronze	Silver	Gold
EE Only	\$32	\$64	\$102
EE + Spouse	\$388	\$475	\$557
EE + Child(ren)	\$160	\$290	\$368
Family	\$515	\$700	\$822

Change From Current	Bronze	Silver	Gold
EE Only	\$0	\$0	\$0
EE + Spouse	\$228	\$185	\$189
EE + Child	\$0	\$0	\$0
EE + Children	(\$90)	(\$126)	(\$158)
Family	\$265	\$284	\$296

Color Key

"= Minimal or Modest Change in Employee Contributi

"= Increase in Employee Contribution"

"= Decrease in Employee Contribution"

(Rev. 8/2/16)

*District contributes only to Active employees

**Total Projected Cost only reflects Active employees