

2016-2017 TENTATIVE AGREEMENTS

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 Tentative Agreement include:

For Teachers on the Grandfathered Schedule

- Eligible teachers on the grandfathered schedule, other than those teachers rated unsatisfactory, shall receive 3 level movement (**Examples: A ten month teacher currently at Level 4a of the Grandfathered Salary Schedule with a Bachelors' Degree currently earns \$41,005, this teacher moves to Level 5a on the Bachelor's lane and will receive \$41,912 in salary for the 2016-17 work year. Refer to the attachment titled "Grandfathered Schedule 2016-17 Bachelor's Degree GAD2 10-Month" for this example. Similarly, a ten month teacher with a Specialist Degree on Level 25c of the Grandfathered Salary Schedule currently receives \$63,976 will move to Level 26c and receive \$64,883. Refer to the attachment titled "Grandfathered Schedule 2016-17 Specialist GAB2 10-Month" for this example.**)

For Teachers on the Performance Pay Schedule

- Modifications to the performance pay salary schedule are consistent with the requirements of Florida Statutes.
- Eligible teachers rated highly effective will receive 3-level advancement. Those rated effective will receive 2-level advancement. Those rated less than effective are not eligible for advancement in accordance with Florida Statutes. (**Examples: A ten month teacher receiving a Master's Degree supplement currently on Level 7a earns \$44,632 on the 2015-16 Performance Salary Schedule. If this teacher earns a Highly Effective rating on the final teacher evaluation for the 2015-16 year, the teacher moves three levels on the 2016-17 Performance Salary Schedule to Level 8a and will receive \$45,541. This amount includes the Masters supplement. If this same teacher receives an Effective rating on the 2015-16 final teacher evaluation, the teacher moves two levels to Level 7c and will receive \$45,239 on the 2016-17 Performance Salary Schedule. Refer to the attachment titled "Performance Schedule 2016-17 Master's Degree PAC2 10-Month" for these examples.**)

Longevity

- In recognition of their long standing commitment to students, teachers with 16 and 25 years of continuous service in Manatee County receive longevity recognition in the form of additional supplements. Teachers that have completed sixteen (16) years of uninterrupted service in Manatee County for the first time at the end of the 2015-16 work year will receive an additional Longevity annual supplement of \$2,100. Teachers that have completed twenty-five (25) years of uninterrupted service in Manatee County for the first time at the end of the 2015-16 work year will receive an additional Longevity annual supplement of \$3,500. Teachers that previously attained these thresholds received credit on the schedule for their longevity. This provision is subject to negotiations each year as compensation. Please see the attachment page including the Longevity language.

Paraprofessionals

- 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.



2016-2017 TENTATIVE AGREEMENTS

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	<p>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.</p> <p>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.</p>
“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 Bmf 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 Eligible	1965.83
Grandfathered Performance	1965.83
Eligible Performance	853.87
	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

BU 10/10/16
 FA BAP 10/14/16

Grandfathered Schedule 2016-2017					
Bachelor's Degree					
GAD2					
10-Month					
1a	\$ 38,285	11b	\$ 47,655	21c	\$ 57,025
1b	\$ 38,587	11c	\$ 47,957	22a	\$ 57,327
1c	\$ 38,890	12a	\$ 48,259	22b	\$ 57,629
2a	\$ 39,192	12b	\$ 48,562	22c	\$ 57,931
2b	\$ 39,494	12c	\$ 48,864	23a	\$ 58,234
2c	\$ 39,796	13a	\$ 49,166	23b	\$ 58,536
3a	\$ 40,099	13b	\$ 49,468	23c	\$ 58,838
3b	\$ 40,401	13c	\$ 49,771	24a	\$ 59,140
3c	\$ 40,703	14a	\$ 50,073	24b	\$ 59,443
4a	\$ 41,005	14b	\$ 50,375	24c	\$ 59,745
4b	\$ 41,308	14c	\$ 50,677	25a	\$ 60,047
4c	\$ 41,610	15a	\$ 50,980	25b	\$ 60,349
5a	\$ 41,912	15b	\$ 51,282	25c	\$ 60,652
5b	\$ 42,214	15c	\$ 51,584	26a	\$ 60,954
5c	\$ 42,517	16a	\$ 51,886	26b	\$ 61,256
6a	\$ 42,819	16b	\$ 52,189	26c	\$ 61,558
6b	\$ 43,121	16c	\$ 52,491	27a	\$ 61,861
6c	\$ 43,423	17a	\$ 52,793	27b	\$ 62,163
7a	\$ 43,726	17b	\$ 53,095	27c	\$ 62,465
7b	\$ 44,028	17c	\$ 53,398	28a	\$ 62,767
7c	\$ 44,330	18a	\$ 53,700	28b	\$ 63,070
8a	\$ 44,632	18b	\$ 54,002	28c	\$ 63,372
8b	\$ 44,935	18c	\$ 54,304	29a	\$ 63,674
8c	\$ 45,237	19a	\$ 54,607	29b	\$ 63,976
9a	\$ 45,539	19b	\$ 54,909	29c	\$ 64,279
9b	\$ 45,841	19c	\$ 55,211	30a	\$ 64,581
9c	\$ 46,144	20a	\$ 55,513	30b	\$ 64,883
10a	\$ 46,446	20b	\$ 55,816	30c	\$ 65,185
10b	\$ 46,748	20c	\$ 56,118	31a	\$ 65,488
10c	\$ 47,050	21a	\$ 56,420	31b	\$ 65,790
11a	\$ 47,353	21b	\$ 56,722	31c	\$ 66,092

Grandfathered Schedule 2016-2017
Master's Degree
GAC2
10-Month

Buy
10/10/16

1a	\$ 39,192	12b	\$ 49,468	23c	\$ 59,745
1b	\$ 39,494	12c	\$ 49,771	24a	\$ 60,047
1c	\$ 39,796	13a	\$ 50,073	24b	\$ 60,349
2a	\$ 40,099	13b	\$ 50,375	24c	\$ 60,652
2b	\$ 40,401	13c	\$ 50,677	25a	\$ 60,954
2c	\$ 40,703	14a	\$ 50,980	25b	\$ 61,256
3a	\$ 41,005	14b	\$ 51,282	25c	\$ 61,558
3b	\$ 41,308	14c	\$ 51,584	26a	\$ 61,861
3c	\$ 41,610	15a	\$ 51,886	26b	\$ 62,163
4a	\$ 41,912	15b	\$ 52,189	26c	\$ 62,465
4b	\$ 42,214	15c	\$ 52,491	27a	\$ 62,767
4c	\$ 42,517	16a	\$ 52,793	27b	\$ 63,070
5a	\$ 42,819	16b	\$ 53,095	27c	\$ 63,372
5b	\$ 43,121	16c	\$ 53,398	28a	\$ 63,674
5c	\$ 43,423	17a	\$ 53,700	28b	\$ 63,976
6a	\$ 43,726	17b	\$ 54,002	28c	\$ 64,279
6b	\$ 44,028	17c	\$ 54,304	29a	\$ 64,581
6c	\$ 44,330	18a	\$ 54,607	29b	\$ 64,883
7a	\$ 44,632	18b	\$ 54,909	29c	\$ 65,185
7b	\$ 44,935	18c	\$ 55,211	30a	\$ 65,488
7c	\$ 45,237	19a	\$ 55,513	30b	\$ 65,790
8a	\$ 45,539	19b	\$ 55,816	30c	\$ 66,092
8b	\$ 45,841	19c	\$ 56,118	31a	\$ 66,394
8c	\$ 46,144	20a	\$ 56,420	31b	\$ 66,697
9a	\$ 46,446	20b	\$ 56,722	31c	\$ 66,999
9b	\$ 46,748	20c	\$ 57,025	32a	\$ 67,301
9c	\$ 47,050	21a	\$ 57,327	32b	\$ 67,603
10a	\$ 47,353	21b	\$ 57,629	32c	\$ 67,906
10b	\$ 47,655	21c	\$ 57,931	33a	\$ 68,208
10c	\$ 47,957	22a	\$ 58,234	33b	\$ 68,510
11a	\$ 48,259	22b	\$ 58,536	33c	\$ 68,812
11b	\$ 48,562	22c	\$ 58,838	34a	\$ 69,115
11c	\$ 48,864	23a	\$ 59,140	34b	\$ 69,417
12a	\$ 49,166	23b	\$ 59,443	34c	\$ 69,719

VA BAY
10/10/16

Grandfathered Schedule 2016-2017 Specialist GAB2 10-Month					
1a	\$ 41,610	13b	\$ 52,793	25c	\$ 63,976
1b	\$ 41,912	13c	\$ 53,095	26a	\$ 64,279
1c	\$ 42,214	14a	\$ 53,398	26b	\$ 64,581
2a	\$ 42,517	14b	\$ 53,700	26c	\$ 64,883
2b	\$ 42,819	14c	\$ 54,002	27a	\$ 65,185
2c	\$ 43,121	15a	\$ 54,304	27b	\$ 65,488
3a	\$ 43,423	15b	\$ 54,607	27c	\$ 65,790
3b	\$ 43,726	15c	\$ 54,909	28a	\$ 66,092
3c	\$ 44,028	16a	\$ 55,211	28b	\$ 66,394
4a	\$ 44,330	16b	\$ 55,513	28c	\$ 66,697
4b	\$ 44,632	16c	\$ 55,816	29a	\$ 66,999
4c	\$ 44,935	17a	\$ 56,118	29b	\$ 67,301
5a	\$ 45,237	17b	\$ 56,420	29c	\$ 67,603
5b	\$ 45,539	17c	\$ 56,722	30a	\$ 67,906
5c	\$ 45,841	18a	\$ 57,025	30b	\$ 68,208
6a	\$ 46,144	18b	\$ 57,327	30c	\$ 68,510
6b	\$ 46,446	18c	\$ 57,629	31a	\$ 68,812
6c	\$ 46,748	19a	\$ 57,931	31b	\$ 69,115
7a	\$ 47,050	19b	\$ 58,234	31c	\$ 69,417
7b	\$ 47,353	19c	\$ 58,536	32a	\$ 69,719
7c	\$ 47,655	20a	\$ 58,838	32b	\$ 70,021
8a	\$ 47,957	20b	\$ 59,140	32c	\$ 70,324
8b	\$ 48,259	20c	\$ 59,443	33a	\$ 70,626
8c	\$ 48,562	21a	\$ 59,745	33b	\$ 70,928
9a	\$ 48,864	21b	\$ 60,047	33c	\$ 71,230
9b	\$ 49,166	21c	\$ 60,349	34a	\$ 71,533
9c	\$ 49,468	22a	\$ 60,652	34b	\$ 71,835
10a	\$ 49,771	22b	\$ 60,954	34c	\$ 72,137
10b	\$ 50,073	22c	\$ 61,256	35a	\$ 72,439
10c	\$ 50,375	23a	\$ 61,558	35b	\$ 72,742
11a	\$ 50,677	23b	\$ 61,861	35c	\$ 73,044
11b	\$ 50,980	23c	\$ 62,163	36a	\$ 73,346
11c	\$ 51,282	24a	\$ 62,465	36b	\$ 73,648
12a	\$ 51,584	24b	\$ 62,767	36c	\$ 73,951
12b	\$ 51,886	24c	\$ 63,070	37a	\$ 74,253
12c	\$ 52,189	25a	\$ 63,372	37b	\$ 74,555
13a	\$ 52,491	25b	\$ 63,674	37c	\$ 74,857

TFA-BAP
10/10/16

Grandfathered Schedule 2016-2017					
Doctorate					
GAA2					
10-Month					
1a	\$ 44,028	13c	\$ 55,513	26b	\$ 66,999
1b	\$ 44,330	14a	\$ 55,816	26c	\$ 67,301
1c	\$ 44,632	14b	\$ 56,118	27a	\$ 67,603
2a	\$ 44,935	14c	\$ 56,420	27b	\$ 67,906
2b	\$ 45,237	15a	\$ 56,722	27c	\$ 68,208
2c	\$ 45,539	15b	\$ 57,025	28a	\$ 68,510
3a	\$ 45,841	15c	\$ 57,327	28b	\$ 68,812
3b	\$ 46,144	16a	\$ 57,629	28c	\$ 69,115
3c	\$ 46,446	16b	\$ 57,931	29a	\$ 69,417
4a	\$ 46,748	16c	\$ 58,234	29b	\$ 69,719
4b	\$ 47,050	17a	\$ 58,536	29c	\$ 70,021
4c	\$ 47,353	17b	\$ 58,838	30a	\$ 70,324
5a	\$ 47,655	17c	\$ 59,140	30b	\$ 70,626
5b	\$ 47,957	18a	\$ 59,443	30c	\$ 70,928
5c	\$ 48,259	18b	\$ 59,745	31a	\$ 71,230
6a	\$ 48,562	18c	\$ 60,047	31b	\$ 71,533
6b	\$ 48,864	19a	\$ 60,349	31c	\$ 71,835
6c	\$ 49,166	19b	\$ 60,652	32a	\$ 72,137
7a	\$ 49,468	19c	\$ 60,954	32b	\$ 72,439
7b	\$ 49,771	20a	\$ 61,256	32c	\$ 72,742
7c	\$ 50,073	20b	\$ 61,558	33a	\$ 73,044
8a	\$ 50,375	20c	\$ 61,861	33b	\$ 73,346
8b	\$ 50,677	21a	\$ 62,163	33c	\$ 73,648
8c	\$ 50,980	21b	\$ 62,465	34a	\$ 73,951
9a	\$ 51,282	21c	\$ 62,767	34b	\$ 74,253
9b	\$ 51,584	22a	\$ 63,070	34c	\$ 74,555
9c	\$ 51,886	22b	\$ 63,372	35a	\$ 74,857
10a	\$ 52,189	22c	\$ 63,674	35b	\$ 75,160
10b	\$ 52,491	23a	\$ 63,976	35c	\$ 75,462
10c	\$ 52,793	23b	\$ 64,279	36a	\$ 75,764
11a	\$ 53,095	23c	\$ 64,581	36b	\$ 76,066
11b	\$ 53,398	24a	\$ 64,883	36c	\$ 76,369
11c	\$ 53,700	24b	\$ 65,185	37a	\$ 76,671
12a	\$ 54,002	24c	\$ 65,488	37b	\$ 76,973
12b	\$ 54,304	25a	\$ 65,790	37c	\$ 77,275
12c	\$ 54,607	25b	\$ 66,092	38a	\$ 77,578
13a	\$ 54,909	25c	\$ 66,394	38b	\$ 77,880
13b	\$ 55,211	26a	\$ 66,697	38c	\$ 78,182

TH BNP
10/10/16

Grandfathered Schedule 2016-2017					
Bachelor's Degree					
GXD2					
11-Month					
1a	\$ 42,214	11c	\$ 51,886	22b	\$ 61,558
1b	\$ 42,517	12a	\$ 52,189	22c	\$ 61,861
1c	\$ 42,819	12b	\$ 52,491	23a	\$ 62,163
2a	\$ 43,121	12c	\$ 52,793	23b	\$ 62,465
2b	\$ 43,423	13a	\$ 53,095	23c	\$ 62,767
2c	\$ 43,726	13b	\$ 53,398	24a	\$ 63,070
3a	\$ 44,028	13c	\$ 53,700	24b	\$ 63,372
3b	\$ 44,330	14a	\$ 54,002	24c	\$ 63,674
3c	\$ 44,632	14b	\$ 54,304	25a	\$ 63,976
4a	\$ 44,935	14c	\$ 54,607	25b	\$ 64,279
4b	\$ 45,237	15a	\$ 54,909	25c	\$ 64,581
4c	\$ 45,539	15b	\$ 55,211	26a	\$ 64,883
5a	\$ 45,841	15c	\$ 55,513	26b	\$ 65,185
5b	\$ 46,144	16a	\$ 55,816	26c	\$ 65,488
5c	\$ 46,446	16b	\$ 56,118	27a	\$ 65,790
6a	\$ 46,748	16c	\$ 56,420	27b	\$ 66,092
6b	\$ 47,050	17a	\$ 56,722	27c	\$ 66,394
6c	\$ 47,353	17b	\$ 57,025	28a	\$ 66,697
7a	\$ 47,655	17c	\$ 57,327	28b	\$ 66,999
7b	\$ 47,957	18a	\$ 57,629	28c	\$ 67,301
7c	\$ 48,259	18b	\$ 57,931	29a	\$ 67,603
8a	\$ 48,562	18c	\$ 58,234	29b	\$ 67,906
8b	\$ 48,864	19a	\$ 58,536	29c	\$ 68,208
8c	\$ 49,166	19b	\$ 58,838	30a	\$ 68,510
9a	\$ 49,468	19c	\$ 59,140	30b	\$ 68,812
9b	\$ 49,771	20a	\$ 59,443	30c	\$ 69,115
9c	\$ 50,073	20b	\$ 59,745	31a	\$ 69,417
10a	\$ 50,375	20c	\$ 60,047	31b	\$ 69,719
10b	\$ 50,677	21a	\$ 60,349	31c	\$ 70,021
10c	\$ 50,980	21b	\$ 60,652	32a	\$ 70,324
11a	\$ 51,282	21c	\$ 60,954	32b	\$ 70,626
11b	\$ 51,584	22a	\$ 61,256	32c	\$ 70,928

TA BMD
10/10/16

Grandfathered Schedule 2016-2017					
Master's Degree					
GXC2					
11-Month					
1a	\$ 43,121	13b	\$ 54,304	25c	\$ 65,488
1b	\$ 43,423	13c	\$ 54,607	26a	\$ 65,790
1c	\$ 43,726	14a	\$ 54,909	26b	\$ 66,092
2a	\$ 44,028	14b	\$ 55,211	26c	\$ 66,394
2b	\$ 44,330	14c	\$ 55,513	27a	\$ 66,697
2c	\$ 44,632	15a	\$ 55,816	27b	\$ 66,999
3a	\$ 44,935	15b	\$ 56,118	27c	\$ 67,301
3b	\$ 45,237	15c	\$ 56,420	28a	\$ 67,603
3c	\$ 45,539	16a	\$ 56,722	28b	\$ 67,906
4a	\$ 45,841	16b	\$ 57,025	28c	\$ 68,208
4b	\$ 46,144	16c	\$ 57,327	29a	\$ 68,510
4c	\$ 46,446	17a	\$ 57,629	29b	\$ 68,812
5a	\$ 46,748	17b	\$ 57,931	29c	\$ 69,115
5b	\$ 47,050	17c	\$ 58,234	30a	\$ 69,417
5c	\$ 47,353	18a	\$ 58,536	30b	\$ 69,719
6a	\$ 47,655	18b	\$ 58,838	30c	\$ 70,021
6b	\$ 47,957	18c	\$ 59,140	31a	\$ 70,324
6c	\$ 48,259	19a	\$ 59,443	31b	\$ 70,626
7a	\$ 48,562	19b	\$ 59,745	31c	\$ 70,928
7b	\$ 48,864	19c	\$ 60,047	32a	\$ 71,230
7c	\$ 49,166	20a	\$ 60,349	32b	\$ 71,533
8a	\$ 49,468	20b	\$ 60,652	32c	\$ 71,835
8b	\$ 49,771	20c	\$ 60,954	33a	\$ 72,137
8c	\$ 50,073	21a	\$ 61,256	33b	\$ 72,439
9a	\$ 50,375	21b	\$ 61,558	33c	\$ 72,742
9b	\$ 50,677	21c	\$ 61,861	34a	\$ 73,044
9c	\$ 50,980	22a	\$ 62,163	34b	\$ 73,346
10a	\$ 51,282	22b	\$ 62,465	34c	\$ 73,648
10b	\$ 51,584	22c	\$ 62,767	35a	\$ 73,951
10c	\$ 51,886	23a	\$ 63,070	35b	\$ 74,253
11a	\$ 52,189	23b	\$ 63,372	35c	\$ 74,555
11b	\$ 52,491	23c	\$ 63,674	36a	\$ 74,857
11c	\$ 52,793	24a	\$ 63,976	36b	\$ 75,160
12a	\$ 53,095	24b	\$ 64,279	36c	\$ 75,462
12b	\$ 53,398	24c	\$ 64,581	37a	\$ 75,764
12c	\$ 53,700	25a	\$ 64,883	37b	\$ 76,066
13a	\$ 54,002	25b	\$ 65,185	37c	\$ 76,369
				38a	\$ 76,671

TH BLP
10/10/16

Grandfathered Schedule 2016-2017
Specialist
GXB2
11-Month

1a	\$ 45,841	14b	\$ 57,931	27c	\$ 70,021
1b	\$ 46,144	14c	\$ 58,234	28a	\$ 70,324
1c	\$ 46,446	15a	\$ 58,536	28b	\$ 70,626
2a	\$ 46,748	15b	\$ 58,838	28c	\$ 70,928
2b	\$ 47,050	15c	\$ 59,140	29a	\$ 71,230
2c	\$ 47,353	16a	\$ 59,443	29b	\$ 71,533
3a	\$ 47,655	16b	\$ 59,745	29c	\$ 71,835
3b	\$ 47,957	16c	\$ 60,047	30a	\$ 72,137
3c	\$ 48,259	17a	\$ 60,349	30b	\$ 72,439
4a	\$ 48,562	17b	\$ 60,652	30c	\$ 72,742
4b	\$ 48,864	17c	\$ 60,954	31a	\$ 73,044
4c	\$ 49,166	18a	\$ 61,256	31b	\$ 73,346
5a	\$ 49,468	18b	\$ 61,558	31c	\$ 73,648
5b	\$ 49,771	18c	\$ 61,861	32a	\$ 73,951
5c	\$ 50,073	19a	\$ 62,163	32b	\$ 74,253
6a	\$ 50,375	19b	\$ 62,465	32c	\$ 74,555
6b	\$ 50,677	19c	\$ 62,767	33a	\$ 74,857
6c	\$ 50,980	20a	\$ 63,070	33b	\$ 75,160
7a	\$ 51,282	20b	\$ 63,372	33c	\$ 75,462
7b	\$ 51,584	20c	\$ 63,674	34a	\$ 75,764
7c	\$ 51,886	21a	\$ 63,976	34b	\$ 76,066
8a	\$ 52,189	21b	\$ 64,279	34c	\$ 76,369
8b	\$ 52,491	21c	\$ 64,581	35a	\$ 76,671
8c	\$ 52,793	22a	\$ 64,883	35b	\$ 76,973
9a	\$ 53,095	22b	\$ 65,185	35c	\$ 77,275
9b	\$ 53,398	22c	\$ 65,488	36a	\$ 77,578
9c	\$ 53,700	23a	\$ 65,790	36b	\$ 77,880
10a	\$ 54,002	23b	\$ 66,092	36c	\$ 78,182
10b	\$ 54,304	23c	\$ 66,394	37a	\$ 78,484
10c	\$ 54,607	24a	\$ 66,697	37b	\$ 78,787
11a	\$ 54,909	24b	\$ 66,999	37c	\$ 79,089
11b	\$ 55,211	24c	\$ 67,301	38a	\$ 79,391
11c	\$ 55,513	25a	\$ 67,603	38b	\$ 79,693
12a	\$ 55,816	25b	\$ 67,906	38c	\$ 79,996
12b	\$ 56,118	25c	\$ 68,208	39a	\$ 80,298
12c	\$ 56,420	26a	\$ 68,510	39b	\$ 80,600
13a	\$ 56,722	26b	\$ 68,812	39c	\$ 80,902
13b	\$ 57,025	26c	\$ 69,115	40a	\$ 81,205
13c	\$ 57,327	27a	\$ 69,417	40b	\$ 81,507
14a	\$ 57,629	27b	\$ 69,719	40c	\$ 81,809

TA BAP 10/10/16

Grandfathered Schedule 2016-2017			
Doctorate			
GXA2			
11-Month			
1a	\$ 48,864	15a	\$ 61,558
1b	\$ 49,166	15b	\$ 61,861
1c	\$ 49,468	15c	\$ 62,163
2a	\$ 49,771	16a	\$ 62,465
2b	\$ 50,073	16b	\$ 62,767
2c	\$ 50,375	16c	\$ 63,070
3a	\$ 50,677	17a	\$ 63,372
3b	\$ 50,980	17b	\$ 63,674
3c	\$ 51,282	17c	\$ 63,976
4a	\$ 51,584	18a	\$ 64,279
4b	\$ 51,886	18b	\$ 64,581
4c	\$ 52,189	18c	\$ 64,883
5a	\$ 52,491	19a	\$ 65,185
5b	\$ 52,793	19b	\$ 65,488
5c	\$ 53,095	19c	\$ 65,790
6a	\$ 53,398	20a	\$ 66,092
6b	\$ 53,700	20b	\$ 66,394
6c	\$ 54,002	20c	\$ 66,697
7a	\$ 54,304	21a	\$ 66,999
7b	\$ 54,607	21b	\$ 67,301
7c	\$ 54,909	21c	\$ 67,603
8a	\$ 55,211	22a	\$ 67,906
8b	\$ 55,513	22b	\$ 68,208
8c	\$ 55,816	22c	\$ 68,510
9a	\$ 56,118	23a	\$ 68,812
9b	\$ 56,420	23b	\$ 69,115
9c	\$ 56,722	23c	\$ 69,417
10a	\$ 57,025	24a	\$ 69,719
10b	\$ 57,327	24b	\$ 70,021
10c	\$ 57,629	24c	\$ 70,324
11a	\$ 57,931	25a	\$ 70,626
11b	\$ 58,234	25b	\$ 70,928
11c	\$ 58,536	25c	\$ 71,230
12a	\$ 58,838	26a	\$ 71,533
12b	\$ 59,140	26b	\$ 71,835
12c	\$ 59,443	26c	\$ 72,137
13a	\$ 59,745	27a	\$ 72,439
13b	\$ 60,047	27b	\$ 72,742
13c	\$ 60,349	27c	\$ 73,044
14a	\$ 60,652	28a	\$ 73,346
14b	\$ 60,954	28b	\$ 73,648
14c	\$ 61,256	28c	\$ 73,951
		29a	\$ 74,253
		29b	\$ 74,555
		29c	\$ 74,857
		30a	\$ 75,160
		30b	\$ 75,462
		30c	\$ 75,764
		31a	\$ 76,066
		31b	\$ 76,369
		31c	\$ 76,671
		32a	\$ 76,973
		32b	\$ 77,275
		32c	\$ 77,578
		33a	\$ 77,880
		33b	\$ 78,182
		33c	\$ 78,484
		34a	\$ 78,787
		34b	\$ 79,089
		34c	\$ 79,391
		35a	\$ 79,693
		35b	\$ 79,996
		35c	\$ 80,298
		36a	\$ 80,600
		36b	\$ 80,902
		36c	\$ 81,205
		37a	\$ 81,507
		37b	\$ 81,809
		37c	\$ 82,111
		38a	\$ 82,414
		38b	\$ 82,716
		38c	\$ 83,018
		39a	\$ 83,320
		39b	\$ 83,623
		39c	\$ 83,925
		40a	\$ 84,227
		40b	\$ 84,529
		40c	\$ 84,832
		41a	\$ 85,134
		41b	\$ 85,436
		41c	\$ 85,738
		42a	\$ 85,738
		42b	\$ 86,041
		42c	\$ 86,343
		43a	\$ 86,645

BV 10/10/16

74BMP 10/10/16

Performance Schedule 2016-2017 Bachelor's Degree PAD2 10-Month					
1a	\$ 38,287	11a	\$ 47,355	21a	\$ 56,422
1b	\$ 38,589	11b	\$ 47,657	21b	\$ 56,724
1c	\$ 38,892	11c	\$ 47,959	21c	\$ 57,027
2a	\$ 39,194	12a	\$ 48,261	22a	\$ 57,329
2b	\$ 39,496	12b	\$ 48,564	22b	\$ 57,631
2c	\$ 39,798	12c	\$ 48,866	22c	\$ 57,933
3a	\$ 40,101	13a	\$ 49,168	23a	\$ 58,236
3b	\$ 40,403	13b	\$ 49,470	23b	\$ 58,538
3c	\$ 40,705	13c	\$ 49,773	23c	\$ 58,840
4a	\$ 41,007	14a	\$ 50,075	24a	\$ 59,142
4b	\$ 41,310	14b	\$ 50,377	24b	\$ 59,445
4c	\$ 41,612	14c	\$ 50,679	24c	\$ 59,747
5a	\$ 41,914	15a	\$ 50,982	25a	\$ 60,049
5b	\$ 42,216	15b	\$ 51,284	25b	\$ 60,351
5c	\$ 42,519	15c	\$ 51,586	25c	\$ 60,654
6a	\$ 42,821	16a	\$ 51,888	26a	\$ 60,956
6b	\$ 43,123	16b	\$ 52,191	26b	\$ 61,258
6c	\$ 43,425	16c	\$ 52,493	26c	\$ 61,560
7a	\$ 43,728	17a	\$ 52,795	27a	\$ 61,863
7b	\$ 44,030	17b	\$ 53,097	27b	\$ 62,165
7c	\$ 44,332	17c	\$ 53,400	27c	\$ 62,467
8a	\$ 44,634	18a	\$ 53,702	28a	\$ 62,769
8b	\$ 44,937	18b	\$ 54,004	28b	\$ 63,072
8c	\$ 45,239	18c	\$ 54,306	28c	\$ 63,374
9a	\$ 45,541	19a	\$ 54,609	29a	\$ 63,676
9b	\$ 45,843	19b	\$ 54,911	29b	\$ 63,978
9c	\$ 46,146	19c	\$ 55,213	29c	\$ 64,281
10a	\$ 46,448	20a	\$ 55,515	30a	\$ 64,583
10b	\$ 46,750	20b	\$ 55,818	30b	\$ 64,885
10c	\$ 47,052	20c	\$ 56,120	30c	\$ 65,187

Performance Schedule Placement
Guideline
Teachers Hired as of 7/1/2016

New Teacher	\$ 38,287
1 Year	\$ 38,589
2 Year	\$ 38,892
3 Year	\$ 39,194
4 Year	\$ 39,496
5 Year	\$ 39,798
6 Year	\$ 40,101
7 Year	\$ 40,403
8 Year	\$ 40,705

TAB HP 10/10/10

Performance Schedule 2016-2017 Master's Degree PAC2 10-Month		
1a	\$ 39,194	12a \$ 49,168
1b	\$ 39,496	12b \$ 49,470
1c	\$ 39,798	12c \$ 49,773
2a	\$ 40,101	13a \$ 50,075
2b	\$ 40,403	13b \$ 50,377
2c	\$ 40,705	13c \$ 50,679
3a	\$ 41,007	14a \$ 50,982
3b	\$ 41,310	14b \$ 51,284
3c	\$ 41,612	14c \$ 51,586
4a	\$ 41,914	15a \$ 51,888
4b	\$ 42,216	15b \$ 52,191
4c	\$ 42,519	15c \$ 52,493
5a	\$ 42,821	16a \$ 52,795
5b	\$ 43,123	16b \$ 53,097
5c	\$ 43,425	16c \$ 53,400
6a	\$ 43,728	17a \$ 53,702
6b	\$ 44,030	17b \$ 54,004
6c	\$ 44,332	17c \$ 54,306
7a	\$ 44,634	18a \$ 54,609
7b	\$ 44,937	18b \$ 54,911
7c	\$ 45,239	18c \$ 55,213
8a	\$ 45,541	19a \$ 55,515
8b	\$ 45,843	19b \$ 55,818
8c	\$ 46,146	19c \$ 56,120
9a	\$ 46,448	20a \$ 56,422
9b	\$ 46,750	20b \$ 56,724
9c	\$ 47,052	20c \$ 57,027
10a	\$ 47,355	21a \$ 57,329
10b	\$ 47,657	21b \$ 57,631
10c	\$ 47,959	21c \$ 57,933
11a	\$ 48,261	22a \$ 58,236
11b	\$ 48,564	22b \$ 58,538
11c	\$ 48,866	22c \$ 58,840

Performance Schedule Placement
Guideline
Teachers Hired as of 7/1/2016

New Teacher Placement	\$ 39,194
1 Year	\$ 39,496
2 Year	\$ 39,798
3 Year	\$ 40,101
4 Year	\$ 40,403
5 Year	\$ 40,705
6 Year	\$ 41,007
7 Year	\$ 41,310
8 Year	\$ 41,612

TA BWP 10/10/10

Performance Schedule 2016-2017 Specialist PAB2 10-Month					
1a	\$ 41,612	13a	\$ 52,493	25a	\$ 63,374
1b	\$ 41,914	13b	\$ 52,795	25b	\$ 63,676
1c	\$ 42,216	13c	\$ 53,097	25c	\$ 63,978
2a	\$ 42,519	14a	\$ 53,400	26a	\$ 64,281
2b	\$ 42,821	14b	\$ 53,702	26b	\$ 64,583
2c	\$ 43,123	14c	\$ 54,004	26c	\$ 64,885
3a	\$ 43,425	15a	\$ 54,306	27a	\$ 65,187
3b	\$ 43,728	15b	\$ 54,609	27b	\$ 65,490
3c	\$ 44,030	15c	\$ 54,911	27c	\$ 65,792
4a	\$ 44,332	16a	\$ 55,213	28a	\$ 66,094
4b	\$ 44,634	16b	\$ 55,515	28b	\$ 66,396
4c	\$ 44,937	16c	\$ 55,818	28c	\$ 66,699
5a	\$ 45,239	17a	\$ 56,120	29a	\$ 67,001
5b	\$ 45,541	17b	\$ 56,422	29b	\$ 67,303
5c	\$ 45,843	17c	\$ 56,724	29c	\$ 67,605
6a	\$ 46,146	18a	\$ 57,027	30a	\$ 67,908
6b	\$ 46,448	18b	\$ 57,329	30b	\$ 68,210
6c	\$ 46,750	18c	\$ 57,631	30c	\$ 68,512
7a	\$ 47,052	19a	\$ 57,933	31a	\$ 68,814
7b	\$ 47,355	19b	\$ 58,236	31b	\$ 69,117
7c	\$ 47,657	19c	\$ 58,538	31c	\$ 69,419
8a	\$ 47,959	20a	\$ 58,840	32a	\$ 69,721
8b	\$ 48,261	20b	\$ 59,142	32b	\$ 70,023
8c	\$ 48,564	20c	\$ 59,445	32c	\$ 70,326
9a	\$ 48,866	21a	\$ 59,747	33a	\$ 70,628
9b	\$ 49,168	21b	\$ 60,049	33b	\$ 70,930
9c	\$ 49,470	21c	\$ 60,351	33c	\$ 71,232
10a	\$ 49,773	22a	\$ 60,654	34a	\$ 71,535
10b	\$ 50,075	22b	\$ 60,956	34b	\$ 71,837
10c	\$ 50,377	22c	\$ 61,258	34c	\$ 72,139
11a	\$ 50,679	23a	\$ 61,560	35a	\$ 72,441
11b	\$ 50,982	23b	\$ 61,863	35b	\$ 72,744
11c	\$ 51,284	23c	\$ 62,165	35c	\$ 73,046
12a	\$ 51,586	24a	\$ 62,467	36a	\$ 73,348
12b	\$ 51,888	24b	\$ 62,769	36b	\$ 73,650
12c	\$ 52,191	24c	\$ 63,072	36c	\$ 73,953

Performance Schedule Placement
Guideline
Teachers Hired as of 7/1/2016

New Teacher Placement	\$ 41,612
1 Year	\$ 41,914
2 Year	\$ 42,216
3 Year	\$ 42,519
4 Year	\$ 42,821
5 Year	\$ 43,123
6 Year	\$ 43,425
7 Year	\$ 43,728
8 Year	\$ 44,030

TA BOP 10/10/16

Performance Schedule 2016-2017 Doctorate PAA2 10-Month					
1a	\$ 44,030	13b	\$ 55,213	25c	\$ 66,396
1b	\$ 44,332	13c	\$ 55,515	26a	\$ 66,699
1c	\$ 44,634	14a	\$ 55,818	26b	\$ 67,001
2a	\$ 44,937	14b	\$ 56,120	26c	\$ 67,303
2b	\$ 45,239	14c	\$ 56,422	27a	\$ 67,605
2c	\$ 45,541	15a	\$ 56,724	27b	\$ 67,908
3a	\$ 45,843	15b	\$ 57,027	27c	\$ 68,210
3b	\$ 46,146	15c	\$ 57,329	28a	\$ 68,512
3c	\$ 46,448	16a	\$ 57,631	28b	\$ 68,814
4a	\$ 46,750	16b	\$ 57,933	28c	\$ 69,117
4b	\$ 47,052	16c	\$ 58,236	29a	\$ 69,419
4c	\$ 47,355	17a	\$ 58,538	29b	\$ 69,721
5a	\$ 47,657	17b	\$ 58,840	29c	\$ 70,023
5b	\$ 47,959	17c	\$ 59,142	30a	\$ 70,326
5c	\$ 48,261	18a	\$ 59,445	30b	\$ 70,628
6a	\$ 48,564	18b	\$ 59,747	30c	\$ 70,930
6b	\$ 48,866	18c	\$ 60,049	31a	\$ 71,232
6c	\$ 49,168	19a	\$ 60,351	31b	\$ 71,535
7a	\$ 49,470	19b	\$ 60,654	31c	\$ 71,837
7b	\$ 49,773	19c	\$ 60,956	32a	\$ 72,139
7c	\$ 50,075	20a	\$ 61,258	32b	\$ 72,441
8a	\$ 50,377	20b	\$ 61,560	32c	\$ 72,744
8b	\$ 50,679	20c	\$ 61,863	33a	\$ 73,046
8c	\$ 50,982	21a	\$ 62,165	33b	\$ 73,348
9a	\$ 51,284	21b	\$ 62,467	33c	\$ 73,650
9b	\$ 51,586	21c	\$ 62,769	34a	\$ 73,953
9c	\$ 51,888	22a	\$ 63,072	34b	\$ 74,255
10a	\$ 52,191	22b	\$ 63,374	34c	\$ 74,557
10b	\$ 52,493	22c	\$ 63,676	35a	\$ 74,859
10c	\$ 52,795	23a	\$ 63,978	35b	\$ 75,162
11a	\$ 53,097	23b	\$ 64,281	35c	\$ 75,464
11b	\$ 53,400	23c	\$ 64,583	36a	\$ 75,766
11c	\$ 53,702	24a	\$ 64,885	36b	\$ 76,068
12a	\$ 54,004	24b	\$ 65,187	36c	\$ 76,371
12b	\$ 54,306	24c	\$ 65,490	37a	\$ 76,673
12c	\$ 54,609	25a	\$ 65,792	37b	\$ 76,975
13a	\$ 54,911	25b	\$ 66,094	37c	\$ 77,277

Performance Schedule Placement
Guideline
Teachers Hired as of 7/1/2016

New Teacher Placement	\$ 44,030
1 Year	\$ 44,332
2 Year	\$ 44,634
3 Year	\$ 44,937
4 Year	\$ 45,239
5 Year	\$ 45,541
6 Year	\$ 45,843
7 Year	\$ 46,146
8 Year	\$ 46,448

7A BWP 10/14/16

Performance Schedule 2016-2017 Bachelor's Degree PXD2 11-Month					
1a	\$ 42,216	11b	\$ 51,586	21c	\$ 60,956
1b	\$ 42,519	11c	\$ 51,888	22a	\$ 61,258
1c	\$ 42,821	12a	\$ 52,191	22b	\$ 61,560
2a	\$ 43,123	12b	\$ 52,493	22c	\$ 61,863
2b	\$ 43,425	12c	\$ 52,795	23a	\$ 62,165
2c	\$ 43,728	13a	\$ 53,097	23b	\$ 62,467
3a	\$ 44,030	13b	\$ 53,400	23c	\$ 62,769
3b	\$ 44,332	13c	\$ 53,702	24a	\$ 63,072
3c	\$ 44,634	14a	\$ 54,004	24b	\$ 63,374
4a	\$ 44,937	14b	\$ 54,306	24c	\$ 63,676
4b	\$ 45,239	14c	\$ 54,609	25a	\$ 63,978
4c	\$ 45,541	15a	\$ 54,911	25b	\$ 64,281
5a	\$ 45,843	15b	\$ 55,213	25c	\$ 64,583
5b	\$ 46,146	15c	\$ 55,515	26a	\$ 64,885
5c	\$ 46,448	16a	\$ 55,818	26b	\$ 65,187
6a	\$ 46,750	16b	\$ 56,120	26c	\$ 65,490
6b	\$ 47,052	16c	\$ 56,422	27a	\$ 65,792
6c	\$ 47,355	17a	\$ 56,724	27b	\$ 66,094
7a	\$ 47,657	17b	\$ 57,027	27c	\$ 66,396
7b	\$ 47,959	17c	\$ 57,329	28a	\$ 66,699
7c	\$ 48,261	18a	\$ 57,631	28b	\$ 67,001
8a	\$ 48,564	18b	\$ 57,933	28c	\$ 67,303
8b	\$ 48,866	18c	\$ 58,236	29a	\$ 67,605
8c	\$ 49,168	19a	\$ 58,538	29b	\$ 67,908
9a	\$ 49,470	19b	\$ 58,840	29c	\$ 68,210
9b	\$ 49,773	19c	\$ 59,142	30a	\$ 68,512
9c	\$ 50,075	20a	\$ 59,445	30b	\$ 68,814
10a	\$ 50,377	20b	\$ 59,747	30c	\$ 69,117
10b	\$ 50,679	20c	\$ 60,049	31a	\$ 69,419
10c	\$ 50,982	21a	\$ 60,351	31b	\$ 69,721
11a	\$ 51,284	21b	\$ 60,654	31c	\$ 70,023

Performance Schedule Placement
Guideline
Teachers Hired as of 7/1/2016

New Teacher Placement	\$ 42,216
1 Year	\$ 42,519
2 Year	\$ 42,821
3 Year	\$ 43,123
4 Year	\$ 43,425
5 Year	\$ 43,728
6 Year	\$ 44,030
7 Year	\$ 44,332
8 Year	\$ 44,634

Performance Schedule 2016-2017		
Master's Degree		
PXC2		
11-Month		
1a	\$ 43,123	13a \$ 54,004
1b	\$ 43,425	13b \$ 54,306
1c	\$ 43,728	13c \$ 54,609
2a	\$ 44,030	14a \$ 54,911
2b	\$ 44,332	14b \$ 55,213
2c	\$ 44,634	14c \$ 55,515
3a	\$ 44,937	15a \$ 55,818
3b	\$ 45,239	15b \$ 56,120
3c	\$ 45,541	15c \$ 56,422
4a	\$ 45,843	16a \$ 56,724
4b	\$ 46,146	16b \$ 57,027
4c	\$ 46,448	16c \$ 57,329
5a	\$ 46,750	17a \$ 57,631
5b	\$ 47,052	17b \$ 57,933
5c	\$ 47,355	17c \$ 58,236
6a	\$ 47,657	18a \$ 58,538
6b	\$ 47,959	18b \$ 58,840
6c	\$ 48,261	18c \$ 59,142
7a	\$ 48,564	19a \$ 59,445
7b	\$ 48,866	19b \$ 59,747
7c	\$ 49,168	19c \$ 60,049
8a	\$ 49,470	20a \$ 60,351
8b	\$ 49,773	20b \$ 60,654
8c	\$ 50,075	20c \$ 60,956
9a	\$ 50,377	21a \$ 61,258
9b	\$ 50,679	21b \$ 61,560
9c	\$ 50,982	21c \$ 61,863
10a	\$ 51,284	22a \$ 62,165
10b	\$ 51,586	22b \$ 62,467
10c	\$ 51,888	22c \$ 62,769
11a	\$ 52,191	23a \$ 63,072
11b	\$ 52,493	23b \$ 63,374
11c	\$ 52,795	23c \$ 63,676
12a	\$ 53,097	24a \$ 63,978
12b	\$ 53,400	24b \$ 64,281
12c	\$ 53,702	24c \$ 64,583
		25a \$ 64,885
		25b \$ 65,187
		25c \$ 65,490
		26a \$ 65,792
		26b \$ 66,094
		26c \$ 66,396
		27a \$ 66,699
		27b \$ 67,001
		27c \$ 67,303
		28a \$ 67,605
		28b \$ 67,908
		28c \$ 68,210
		29a \$ 68,512
		29b \$ 68,814
		29c \$ 69,117
		30a \$ 69,419
		30b \$ 69,721
		30c \$ 70,023
		31a \$ 70,326
		31b \$ 70,628
		31c \$ 70,930
		32a \$ 71,232
		32b \$ 71,535
		32c \$ 71,837
		33a \$ 72,139
		33b \$ 72,441
		33c \$ 72,744
		34a \$ 73,046
		34b \$ 73,348
		34c \$ 73,650
		35a \$ 73,953
		35b \$ 74,255
		35c \$ 74,557
		36a \$ 74,859
		36b \$ 75,162
		36c \$ 75,464
		37a \$ 75,766

Performance Schedule Placement
 Guideline
 Teachers Hired as of 7/1/2016
 TABDP
 10/10/16

New Teacher Placement	\$ 43,123
1 Year	\$ 43,425
2 Year	\$ 43,728
3 Year	\$ 44,030
4 Year	\$ 44,332
5 Year	\$ 44,634
6 Year	\$ 44,937
7 Year	\$ 45,239
8 Year	\$ 45,541

TAGADP 10/10/16

Performance Schedule 2016-2017 Specialist PXB2 11-Month					
1a	\$ 45,843	14a	\$ 57,631	27a	\$ 69,419
1b	\$ 46,146	14b	\$ 57,933	27b	\$ 69,721
1c	\$ 46,448	14c	\$ 58,236	27c	\$ 70,023
2a	\$ 46,750	15a	\$ 58,538	28a	\$ 70,326
2b	\$ 47,052	15b	\$ 58,840	28b	\$ 70,628
2c	\$ 47,355	15c	\$ 59,142	28c	\$ 70,930
3a	\$ 47,657	16a	\$ 59,445	29a	\$ 71,232
3b	\$ 47,959	16b	\$ 59,747	29b	\$ 71,535
3c	\$ 48,261	16c	\$ 60,049	29c	\$ 71,837
4a	\$ 48,564	17a	\$ 60,351	30a	\$ 72,139
4b	\$ 48,866	17b	\$ 60,654	30b	\$ 72,441
4c	\$ 49,168	17c	\$ 60,956	30c	\$ 72,744
5a	\$ 49,470	18a	\$ 61,258	31a	\$ 73,046
5b	\$ 49,773	18b	\$ 61,560	31b	\$ 73,348
5c	\$ 50,075	18c	\$ 61,863	31c	\$ 73,650
6a	\$ 50,377	19a	\$ 62,165	32a	\$ 73,953
6b	\$ 50,679	19b	\$ 62,467	32b	\$ 74,255
6c	\$ 50,982	19c	\$ 62,769	32c	\$ 74,557
7a	\$ 51,284	20a	\$ 63,072	33a	\$ 74,859
7b	\$ 51,586	20b	\$ 63,374	33b	\$ 75,162
7c	\$ 51,888	20c	\$ 63,676	33c	\$ 75,464
8a	\$ 52,191	21a	\$ 63,978	34a	\$ 75,766
8b	\$ 52,493	21b	\$ 64,281	34b	\$ 76,068
8c	\$ 52,795	21c	\$ 64,583	34c	\$ 76,371
9a	\$ 53,097	22a	\$ 64,885	35a	\$ 76,673
9b	\$ 53,400	22b	\$ 65,187	35b	\$ 76,975
9c	\$ 53,702	22c	\$ 65,490	35c	\$ 77,277
10a	\$ 54,004	23a	\$ 65,792	36a	\$ 77,580
10b	\$ 54,306	23b	\$ 66,094	36b	\$ 77,882
10c	\$ 54,609	23c	\$ 66,396	36c	\$ 78,184
11a	\$ 54,911	24a	\$ 66,699	37a	\$ 78,486
11b	\$ 55,213	24b	\$ 67,001	37b	\$ 78,789
11c	\$ 55,515	24c	\$ 67,303	37c	\$ 79,091
12a	\$ 55,818	25a	\$ 67,605	38a	\$ 79,393
12b	\$ 56,120	25b	\$ 67,908	38b	\$ 79,695
12c	\$ 56,422	25c	\$ 68,210	38c	\$ 79,998
13a	\$ 56,724	26a	\$ 68,512	39a	\$ 80,300
13b	\$ 57,027	26b	\$ 68,814	39b	\$ 80,602
13c	\$ 57,329	26c	\$ 69,117	39c	\$ 80,904

Performance Schedule Placement
Guideline
Teachers Hired as of 7/1/2016

New Teacher Placement	\$ 45,843
1 Year	\$ 46,146
2 Year	\$ 46,448
3 Year	\$ 46,750
4 Year	\$ 47,052
5 Year	\$ 47,355
6 Year	\$ 47,657
7 Year	\$ 47,959
8 Year	\$ 48,261

TIA BPP 10/16/16

Performance Schedule 2016-2017			
Doctorate			
PXA2			
11-Month			
1a	\$ 48,866	14c	\$ 61,258
1b	\$ 49,168	15a	\$ 61,560
1c	\$ 49,470	15b	\$ 61,863
2a	\$ 49,773	15c	\$ 62,165
2b	\$ 50,075	16a	\$ 62,467
2c	\$ 50,377	16b	\$ 62,769
3a	\$ 50,679	16c	\$ 63,072
3b	\$ 50,982	17a	\$ 63,374
3c	\$ 51,284	17b	\$ 63,676
4a	\$ 51,586	17c	\$ 63,978
4b	\$ 51,888	18a	\$ 64,281
4c	\$ 52,191	18b	\$ 64,583
5a	\$ 52,493	18c	\$ 64,885
5b	\$ 52,795	19a	\$ 65,187
5c	\$ 53,097	19b	\$ 65,490
6a	\$ 53,400	19c	\$ 65,792
6b	\$ 53,702	20a	\$ 66,094
6c	\$ 54,004	20b	\$ 66,396
7a	\$ 54,306	20c	\$ 66,699
7b	\$ 54,609	21a	\$ 67,001
7c	\$ 54,911	21b	\$ 67,303
8a	\$ 55,213	21c	\$ 67,605
8b	\$ 55,515	22a	\$ 67,908
8c	\$ 55,818	22b	\$ 68,210
9a	\$ 56,120	22c	\$ 68,512
9b	\$ 56,422	23a	\$ 68,814
9c	\$ 56,724	23b	\$ 69,117
10a	\$ 57,027	23c	\$ 69,419
10b	\$ 57,329	24a	\$ 69,721
10c	\$ 57,631	24b	\$ 70,023
11a	\$ 57,933	24c	\$ 70,326
11b	\$ 58,236	25a	\$ 70,628
11c	\$ 58,538	25b	\$ 70,930
12a	\$ 58,840	25c	\$ 71,232
12b	\$ 59,142	26a	\$ 71,535
12c	\$ 59,445	26b	\$ 71,837
13a	\$ 59,747	26c	\$ 72,139
13b	\$ 60,049	27a	\$ 72,441
13c	\$ 60,351	27b	\$ 72,744
14a	\$ 60,654	27c	\$ 73,046
14b	\$ 60,956	28a	\$ 73,348
		28b	\$ 73,650
		28c	\$ 73,953
		29a	\$ 74,255
		29b	\$ 74,557
		29c	\$ 74,859
		30a	\$ 75,162
		30b	\$ 75,464
		30c	\$ 75,766
		31a	\$ 76,068
		31b	\$ 76,371
		31c	\$ 76,673
		32a	\$ 76,975
		32b	\$ 77,277
		32c	\$ 77,580
		33a	\$ 77,882
		33b	\$ 78,184
		33c	\$ 78,486
		34a	\$ 78,789
		34b	\$ 79,091
		34c	\$ 79,393
		35a	\$ 79,695
		35b	\$ 79,998
		35c	\$ 80,300
		36a	\$ 80,602
		36b	\$ 80,904
		36c	\$ 81,207
		37a	\$ 81,509
		37b	\$ 81,811
		37c	\$ 82,113
		38a	\$ 82,416
		38b	\$ 82,718
		38c	\$ 83,020
		39a	\$ 83,322
		39b	\$ 83,625
		39c	\$ 83,927
		40a	\$ 84,229
		40b	\$ 84,531
		40c	\$ 84,834
		41a	\$ 85,136
		41b	\$ 85,438
		41c	\$ 85,740
		42a	\$ 85,740

Performance Schedule Placement
Guideline
Teachers Hired as of 7/1/2016

New Teacher Placement	\$ 48,866
1 Year	\$ 49,168
2 Year	\$ 49,470
3 Year	\$ 49,773
4 Year	\$ 50,075
5 Year	\$ 50,377
6 Year	\$ 50,679
7 Year	\$ 50,982
8 Year	\$ 51,284

TA BV 10/3/16
TA Barb 10/3/16

1 **MEA Proposal to the District**

2 October 3, 2016

3 **LONGEVITY (NEW INSTRUCTIONAL BARGAINING UNIT)**

4 1. Longevity payments will be based on total time of employment with the Manatee County School
5 Board in the Instructional Bargaining Unit position. In cases where service is broken, there will be no
6 recapture of service for longevity purposes.

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

10 3. ^{BV For Barb} Beginning with the 2016-17 school year, on July 1, ^{BV RWP} of any given school year each eligible employee will
11 be placed into the appropriate longevity salary grouping as follows:

12	YEARS OF SERVICE COMPLETED	LONGEVITY SALARY GROUPING	LONGEVITY PAY
13	AS OF JUNE 30,	AS OF JULY 1,	Additional Annually
14	16	16+ YEARS	\$2,100.00
15	25	25+ YEARS	\$3,600.00

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

18 5. Longevity payments will be divided by 24 and added to each paycheck effective with the 2016-2017
19 school year.

20

21

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

BV 10/3/16

TA BMP 10/3/16

ARTICLE XVII

DURATION AND RATIFICATION

Section 1 - Term of Agreement

This agreement shall remain in full force and effect for a period commencing July 1, 2013 through ~~June 30, 2016~~. June 30, 2017.

Section 2 - Full and Complete Agreement

This agreement constitutes the full and complete agreement between the School Board and the Manatee Education Association.

Section 3 - Severability

The provisions of this agreement shall be severable, and if any provision thereof or the application of any such provision is held invalid by a court of competent jurisdiction or as a result of State or Federal legislation, it shall not affect any other provision of this agreement or the application of any provision thereof.

Section 4 – Re-openers

Negotiations on the following re-openers shall begin on or before June 1 of each year unless otherwise agreed by the MEA and the School Board. Re-openers shall be:

ARTICLE XII – COMPENSATION AND HEALTH INSURANCE

And each party may re-open two sections of the agreement each year.

~~The Board and the Association agree to establish a joint committee of members selected equally by the Superintendent and the Association President to study the changes that may be required in the current salary schedule and to discuss models for the Performance Schedule as required by F.S. 1012.22 and F.S. 1012.34 in the event of the required implementation of the statute for 2014-15. The Committee will monitor the status of this legislation and bring back recommendations no later than April 1, 2014.~~

For 2015-2016, the parties agree to establish a joint committee of members selected equally by the Superintendent and the Association President to monitor the results of the FSA validity study, legislative leaders' recent proposals regarding the use of national tests, the District's grade and subject area tests as well as the implementation of the District's teacher assessment system as they impact the pay for performance implementation.

The parties may mutually agree to re-open any provision of the contract at any time.



Manatee Education Association

TA BV 10/3/16
TA Brip 10/3/16

Amended October 3, 2016

Memorandum of Understanding

For the ~~2013-2014~~ ~~2015-2016~~ 2016-2017 School Year Only

During the ~~2013-2014~~ ~~2015-2016~~ 2016-2017 school year only, the School Board of Manatee County and the Manatee Education Association enter into this Memorandum of Understanding in lieu of contract language contained in Article V, Section 7 and Article V, Section 4, a) 2 and c) 2.

All other language contained in the contract between the Manatee Education Association and the School Board of Manatee County will remain in force unless changed through the negotiations and ratification process.

7. Modified Instructional Week

~~Should the school board institute a modified instructional week, the time available after student dismissal on Wednesdays shall be used as follows:~~

- ~~• Two (2) Wednesdays per month shall be used for individual teacher planning. No scheduled meetings shall take place on these days.~~
- ~~• Two (2) Wednesdays per month shall be reserved for school/district use.~~
- ~~• The fifth (5th) Wednesday in a month shall be reserved for district use.~~
- ~~• In no month shall teachers have less than one Wednesday for individual planning if at least one (1) Wednesday in the month is a scheduled student day.~~
- ~~• If the modified day were to be a day other than Wednesday, this language still pertains.~~

1. All students will be released early on ~~seven (7) five (5) six (6) four (4)~~ scheduled Wednesdays for the ~~2013- 2014 2015-2016~~ 2016-2017 school year.

2. Staff development relevant to teacher assignments will be provided on the ~~above~~ below mentioned Wednesdays:

Wednesday, September 7, 2016
~~Wednesday, December 7, 2016~~
Wednesday, March 1, 2017

Wednesday, October 5, 2016
Wednesday, February 1, 2017
Wednesday, May 3, 2017

3. Meetings during pre/post school planning shall not occur during the weeks of the above mentioned Wednesdays. The parties agree to waive the language struck below contained in Article V, Section 4, a) 2. And c) 2. For those weeks.

a) Elementary and c) Secondary

2. Outside of student day: Teachers are entitled to 225 minutes of planning time per week Outside of the regular student day. For weeks when students are present less than five days, a proportionate amount of time will be provided. ~~No more than 45 minutes of that time may be scheduled and used for, but not limited to: team meetings, department meetings, grade~~

Addendum to MOU dated August 21, 2014 – Performance Pay Salary Schedule

The parties acknowledge that the August 21, 2014, MOU served as the foundation for our transition to pay for performance as required by FL Statutes. The intent was that it continue through the 15-16 and 16-17 school years.

Pat Barber

Pat Barber, MEA President

10/3/16

Date

Bill Vogel

Bill Vogel, Chief Negotiator

10/3/16

Date


**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SCHOOL DISTRICT OF MANATEE COUNTY, FLORIDA
AND THE MANATEE EDUCATION ASSOCIATION**

8/21/14

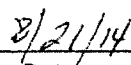
This Memorandum of Understanding is made and entered into by the School District of Manatee County, FL and the Manatee Education Association (collectively, "the parties"). The parties agree to implement in good faith the concepts below related to changes in Florida Statue 1012.22.

1. Maintain the current investment in the current salary schedule.
2. Design a grandfather salary schedule and a performance pay salary schedule that are the same.
3. No teacher will be eligible for performance pay in school year 2014-2015.
4. Leveling the salary schedule to \$300 increments and expanding the number of increments on the salary schedule in order to comply with 1012.22(5)(b)(II). Subject to collective bargaining.
5. Bargaining unit members hired after July 1, 2014 will be placed on the performance pay salary schedule. As well as those eligible who are currently on annual contract in accordance with FS 1012.22(5) et. seq.
6. Highly effective teachers on the pay for performance schedule have to make a salary adjustment that is 50% greater than an effective teacher.
7. Bargaining unit members will not receive a reduction in salary as a result of moving to the newly designed grandfather salary schedule.
8. Bargaining unit members who were at the top of the salary schedule and received a \$1,750 supplement in school year 2013-14 will continue to receive said supplement for the 2014-2015 school year. The parties will work together to incorporate this supplement in the grandfather salary schedule through collective bargaining.
9. The parties recognize that the current salary schedule includes longevity bumps and will address this during collective bargaining within the provisions of F.S. 1012.22(4) and F.S. 1012.22(5) et. seq.

10. The parties agree to continue the MOU regarding the modified instructional week (9/3/13) for 2014-2015 school year with a change in the number of early release Wednesdays from seven to six.

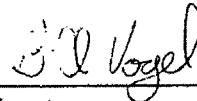


Signature

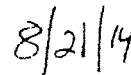


Date

Pat Barber, President
Manatee Education Association



Signature



Date

Bill Vogel, Chief Negotiator
School District of Manatee County



Amended October 3, 2016
Memorandum of Understanding – Professional Learning Wednesday
For the 2016-2017 School Year Only

During the **2016-2017** school year only, the School Board of Manatee County and the Manatee Education Association enter into this Memorandum of Understanding in lieu of contract language contained in Article V, Section 7 and Article V, Section 4, a) 2 and c) 2.

All other language contained in the contract between the Manatee Education Association and the School Board of Manatee County will remain in force unless changed through the negotiations and ratification process.

7. Modified Instructional Week

1. All students will be released early on **four (4)** scheduled Wednesdays for the **2016-2017** school year.
2. Staff development relevant to teacher assignments will be provided on the below mentioned Wednesdays:

Wednesday, September 7, 2016	Wednesday, February 1, 2017
Wednesday, March 1, 2017	Wednesday, May 3, 2017

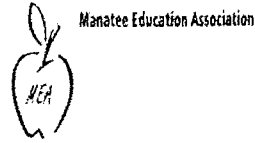
3. Meetings during pre/post school planning shall not occur during the weeks of the above mentioned Wednesdays. The parties agree to waive the language struck below contained in Article V, Section 4, a) 2. And c) 2. For those weeks.

a) Elementary and c) Secondary

2. Outside of student day: Teachers are entitled to 225 minutes of planning time per week Outside of the regular student day. For weeks when students are present less than five days, a proportionate amount of time will be provided. ~~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 enhancements, 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.

a) Elementary and c) Secondary

4. During the above mentioned Wednesdays, schedules at elementary, middle, and high schools shall be adjusted to ensure the same teachers do not miss their planning time on every shortened day.
5. Principals will designate one early release day for individual teacher planning.



**Memorandum of Understanding – Vacancies
Between
The School District of Manatee County
And
The Manatee Education Association
For the 2016-2017 School Year**

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.

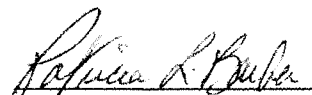
After the applicant has been officially approved to fill the position, other applicants will be promptly notified of the decision.


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

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 10/10/16
 President Date


 Cynthia Saunders Date
 Deputy Superintendent - Instruction