

## ISSUE TWO

1  
2 *Should the paraprofessional unit's work calendar as described in the paraprofessional's CBA be amended to reflect three*  
3 *(3) furlough days? Article XI– Compensation and Benefits (Paraprofessionals) and Appendix A (Salary Schedules)*  
4

### Special Magistrate's Recommendation

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6 "As with the proposal by the Union regarding teachers, this increased step would create a recurring obligation extending into  
7 the next fiscal year and beyond. The Superintendent's proposal retains the current rates for this group, unlike the teachers. It is  
8 reasonable and fair, but as with the teachers' salary recommendation, it, too, is interrelated to the health insurance premium  
9 proposal of the Union. The recommendation is thus the same as issue 1."  
10

11 **MEA Position:** The Paraprofessional work calendar shall remain as current without furlough days and paraprofessionals should  
12 advance on the salary schedule based on experience at the beginning of the 4<sup>th</sup> quarter of the 2011-12 year. The cost of advancing  
13 paraprofessionals that have continued employment from 2010-11 to the current year is approximately \$55,000 (Union Exhibit #2A)

14 **MEA Rationale:** The Board has ratified an agreement covering other district support employees that does not include furlough days  
15 for 10 month, low paid employees for this year. The average Manatee paraprofessional makes less than the average Manatee bus  
16 driver or custodian, according to FDOE data (Union Exhibit #2B). So why would the Superintendent propose three furlough days for  
17 paraprofessionals and claim that bus drivers and custodians will not be furloughed due to being low paid employees?  
18 Paraprofessionals also compare less favorably with similar employees in in other Florida counties, including a number of comparable  
19 counties. Manatee paraprofessionals ranked 23<sup>rd</sup> when compared with other Florida counties for the 2010-11 year. In addition,  
20 other Manatee non-bargaining unit 10 month employees earn \$25,509, while the average Manatee Para made \$18,224 last year.  
21 That's 40% more than a paraprofessional, yet the Superintendent suggests that he wants to be fair. To be fair, MEA proposes that  
22 paraprofessionals not receive furlough days this year.

MEA Presentation Legislative Body Hearing  
 Manatee Paraprofessional Experience Step Advancement  
 4th quarter Implementation

Teacher Aides

Exp Step	Non HQ TA2	Ees	Cost	HQ TA6	Ees	Cost	Total EE	Total Cost
0	9.97	0	0	10.8		0		
1	10.07	0	0	10.91	75	1116911.25	75	1116911.25
2	10.33	1	14100.45	11.16	25	380835	26	394935.45
3	10.46	0	0	11.32	12	185421.6	12	185421.6
4	10.67	2	29129.1	11.54	27	425306.7	29	454435.8
5	10.93	3	44758.35	11.83	41	662065.95	44	706824.3
6	11.17	2	30494.1	12.09	29	478582.65	31	509076.75
7	11.31	1	15438.15	12.27	39	653193.45	40	668631.6
8	11.59	1	15820.35	12.55	19	325484.25	20	341304.6
9	11.87	3	48607.65	12.86	30	526617	33	575224.65
10	12.08	0	0	13.05	22	391891.5	22	391891.5
11	12.26	1	16734.9	13.26	30	542997	31	559731.9
12	12.57	3	51474.15	13.6	15	278460	18	329934.15
13	12.86	2	35107.8	13.92	17	323013.6	19	358121.4
14	13.1	1	17881.5	14.17	14	270788.7	15	288670.2
15	13.37	3	54750.15	14.44	14	275948.4	17	330698.55
16	13.8	1	18837	14.92	17	346218.6	18	365055.6
17	13.98	2	38165.4	15.13	10	206524.5	12	244689.9
18	14.17	3	58026.15	15.35	10	209527.5	13	267553.65
19	14.34	1	19574.1	15.46	10	211029	11	230603.1
20	14.46	0	0	15.66	9	192383.1	9	192383.1
21	15.24	0	0	16.49	0	0	0	0
22	16.57	1	22618.05	17.94	5	122440.5	6	145058.55
23	16.57	0	0	17.94	7	171416.7	7	171416.7
24	16.57	0	0	17.94	8	195904.8	8	195904.8
25	16.57	2	45236.1	17.94	34	832595.4	36	877831.5
SubTotal		33	576753.45		519	9325557.15	552	9902310.6
Average Annual			\$ 17,477.38			\$ 17,667.60		\$ 17,656.23
Average Hourly			\$ 12.80			\$ 12.94		\$ 12.93

\$ 40,513.06 TA step  
 \$ 8,847.75 PP step  
 \$ 5,160.60 PL step  
 \$ 54,521.41 TOTAL

4th Q

\$ 168,086.10  
 \$ 36,897.00  
 \$ 21,520.80  
 \$ 226,503.90

MEA Presentation Legislative Body Hearing  
 Manatee Paraprofessional Experience Step Advancement  
 4th quarter Implementation

Teacher Assistants

Exp Step	PP2	EEs	Cost	PP6	EEs	Cost	TOTAL EE	TOTAL COST
0	12.42	0	0	13.44	0	0	0	0
1	12.55	0	0	13.58	12	239551.2	12	239551.2
2	12.85	0	0	13.89	7	142928.1	7	142928.1
3	13.03	0	0	14.10	4	82908	4	82908
4	13.37	0	0	14.44	8	169814.4	8	169814.4
5	13.58	0	0	14.69	6	129565.8	6	129565.8
6	13.88	1	20403.6	15.02	3	66238.2	4	86641.8
7	14.10	0	0	15.28	4	89846.4	4	89846.4
8	14.40	0	0	15.58	2	45805.2	2	45805.2
9	14.67	0	0	15.89	4	93433.2	4	93433.2
10	14.99	1	22035.3	16.26	1	23902.2	2	45937.5
11	15.31	0	0	15.58	9	206123.4	9	206123.4
12	15.57	0	0	16.88	5	124068	5	124068
13	15.90	0	0	17.23	4	101312.4	4	101312.4
14	16.21	1	23828.7	17.53	6	154614.6	7	178443.3
15	16.62	0	0	17.94	1	26371.8	1	26371.8
16	16.91	0	0	18.30	2	53802	2	53802
17	17.24	0	0	18.67	4	109779.6	4	109779.6
18	17.45	0	0	18.86	2	55448.4	2	55448.4
19	17.60	0	0	19.07	2	56065.8	2	56065.8
20	17.77	1	26121.9	19.24	2	56565.6	3	82687.5
21	18.60	0	0	20.15	0	0	0	0
22	20.23	0	0	21.91	2	64415.4	2	64415.4
23	20.23	0	0	21.91	0	0	0	0
24	20.23	0	0	21.91	1	32207.7	1	32207.7
25	20.23	0	0	21.91	10	32207.7	10	32207.7
Subtotal		4	92389.5		101	2446844.4	105	2539233.9
Average annual			\$ 23,097			\$ 24,226		\$ 24,183
Average hourly			\$ 15.71			\$ 16.48		\$ 16.45

PP Step \$ 36,897.00  
 \$ 8,847.75

**MEA Presentation Legislative Body Hearing  
Manatee Paraprofessional Salary Comparisons 2010-11  
Legislative Body Hearing**

RANK	DIST #	District	DIST Name	Paraprofessional			Bus Driver			Food Service Worker			Custodian/Groundskeeper		
				Average Salary	Number Employed	Average Months	Average Salary	Number Employed	Average Months	Average Salary	Number Employed	Average Months	Average Salary	Number Employed	Average Months
1	13	Dade	13 Dade	\$25,593	2,140	10	\$18,068	1,314	10	\$27,239	435	10	\$23,589	2,309	11.9
2	68	Deaf/Blind	68 Deaf/Blind	\$25,036	45	10	\$24,983	14	10.1	\$21,385	20	10	\$22,571	31	11
3	66	Walton	66 Walton	\$22,759	91	9	\$12,892	92	9	\$20,013	60	9	\$24,487	85	10.7
4	55	St Johns	55 St Johns	\$22,701	189	10	\$21,299	163	10	\$18,206	131	10	\$27,345	226	12
5	46	Okaloosa	46 Okaloosa	\$22,141	253	9	\$25,611	45	9.2	\$28,604	34	9.1	\$30,655	110	11.6
6	58	Sarasota	58 Sarasota	\$21,446	480	10	\$11,147	264	10	\$11,651	405	10	\$29,298	312	11.9
7	54	Palmam	54 Palmam	\$20,682	228	10	\$15,608	86	10	\$15,850	108	9.5	\$26,203	94	11.9
8	34	Lafayette	34 Lafayette	\$20,069	15	9.1	\$17,191	9	9	\$20,728	10	9	\$17,412	6	9
9	11	Collier	11 Collier	\$20,593	520	10	\$20,034	258	10	\$20,695	220	10	\$31,322	5	10.8
10	57	Santa Rosa	57 Santa Rosa	\$20,511	294	10	\$24,922	63	9.5	\$25,540	15	9.7	\$25,707	11	10.8
11	61	Suwannee	61 Suwannee	\$20,198	93	9	\$16,569	58	9	\$19,447	34	9	\$26,394	38	11.8
12	31	Indian River	31 Indian River	\$20,152	159	9.1	\$20,272	83	9	\$16,574	125	9.2	\$27,220	110	11.9
13	56	St Lucie	56 St Lucie	\$19,460	253	10	\$22,866	311	9.4	\$13,240	322	9.5	\$23,254	223	12
14	22	Glades	22 Glades	\$19,423	49	10	\$35,555	11	9	\$15,947	17	9.3	\$21,377	10	12
15	26	Hendry	26 Hendry	\$19,154	51	10.4	\$13,060	49	10.5	\$12,641	79	10.5	\$22,024	48	11.2
16	25	Hardee	25 Hardee	\$19,107	59	10	\$15,936	30	10.1	\$13,696	47	10	\$21,062	33	12
17	24	Hamilton	24 Hamilton	\$19,041	31	9.1	\$15,843	15	9	\$22,729	16	9	\$21,183	15	11.2
18	39	Liberty	39 Liberty	\$18,773	26	10	\$14,321	11	9	\$17,294	5	10.2	\$23,458	12	12
19	50	Palm Beach	50 Palm Beach	\$18,585	240	9.2	\$17,609	650	9	\$19,653	524	9.8	\$22,991	1,249	11.9
20	2	Baker	2 Baker	\$18,411	46	9	\$16,655	41	9	\$17,675	30	9.8	\$26,081	31	11.1
21	36	Lee	36 Lee	\$18,300	632	9.9	\$23,373	543	9.9	\$20,854	232	10	\$23,140	480	11.9
22	23	Gulf	23 Gulf	\$18,299	25	10.1	\$11,714	17	10	\$16,119	15	10.1	\$21,377	15	12
23	41	Manatee	41 Manatee	\$18,224	643	9.9	\$18,626	151	9	\$13,410	321	10	\$23,489	350	11.9
24	47	Okeechobee	47 Okeechobee	\$18,111	81	10	\$15,478	55	9.1	\$14,111	67	9.3	\$23,071	50	11.9
25	40	Madison	40 Madison	\$18,017	40	10	\$12,717	39	9	\$18,407	20	10	\$22,959	18	12
26	21	Gilchrist	21 Gilchrist	\$17,990	40	10	\$15,773	29	9.2	\$16,284	27	9.9	\$18,272	7	10.8
27	8	Charlotte	8 Charlotte	\$17,962	298	9.3	\$16,962	92	9.1	\$13,874	146	9.1	\$25,275	116	12
28	14	DeSoto	14 DeSoto	\$17,819	89	9	\$13,054	26	9	\$15,003	35	9.5	\$24,538	25	11
29	45	Nassau	45 Nassau	\$17,740	148	9	\$13,446	71	9	\$17,362	71	9	\$25,916	96	12
30	20	Gadsden	20 Gadsden	\$17,665	98	10	\$11,890	67	10	\$14,962	59	10	\$19,351	58	11.3
31	53	Polk	53 Polk	\$17,598	1,482	9.5	\$13,463	532	9.1	\$11,361	1,014	9.2	\$19,661	707	12
		Florida	Florida	\$17,234	25,791	9.7	\$17,651	13,578	9.6	\$15,391	12,704	9.7	\$23,599	16,890	11.9

MEA Presentation Legislative Body Hearing  
 Manatee Paraprofessional Salary Two Year Summary

Paraprofessional Bargaining Unit Salary Summary 2010-11

Teacher Aides	TA2 EEs	Cost	TA6 EEs	Cost	Total EEs	Total Costs
SubTotal	33	\$ 564,741	519	\$ 9,169,483	552	\$ 9,734,225
Average Annual		\$ 17,113		\$ 17,668		\$ 17,634
Average Hourly		\$ 12.54		\$ 12.94		\$ 12.92
Teacher Assistants	PP2 EEs	Cost	PP6 EEs	Cost		
Subtotal	4	\$ 90,773	101	\$ 2,411,564	105	\$ 2,502,337
Average Annual		\$ 22,693		\$ 23,877		\$ 23,832
Average Hourly		\$ 15.44		\$ 16.24		\$ 16.21
Parent Liaisons	I EEs	Cost	II EEs	Cost		
SubTotal	4	\$ 86,289	33	\$ 957,793	37	\$ 1,044,082
Average Annual		\$ 21,572		\$ 29,024		\$ 28,218
Average Hourly		\$ 14.68		\$ 19.74		\$ 19.20
TOTAL UNIT	Ees	Cost		Cost		
Subtotal	41	\$ 741,803	653	\$ 12,538,841	694	\$ 13,280,644
Average Annual		\$ 18,093		\$ 19,202		\$ 19,136
Average Hourly						\$ 13.02

Paraprofessional Bargaining Unit Salary Summary 2011-12

Teacher Aides	TA2 EEs	Cost	TA6 EEs	Cost	Total EEs	Total Costs
SubTotal	12	\$ 195,987	574	\$ 10,000,536	586	\$ 10,196,523
Average Annual		\$ 16,332		\$ 17,423		\$ 17,634
Average Hourly		\$ 11.97		\$ 12.76		\$ 12.92
Teacher Assistants	PP2 EEs	Cost	PP6 EEs	Cost		
Subtotal	4	\$ 90,773	94	\$ 2,256,141	98	\$ 2,346,914
Average Annual		\$ 22,693		\$ 24,002		\$ 23,948
Average Hourly		\$ 15.44		\$ 16.33		\$ 16.29
Parent Liaisons	I EEs	Cost	II EEs	Cost		
SubTotal	4	\$ 86,289	31	\$ 889,277	35	\$ 975,566
Average Annual		\$ 21,572		\$ 28,686		\$ 27,873
Average Hourly		\$ 14.68		\$ 19.51		\$ 18.96
TOTAL UNIT	Ees	Cost		Cost		
Subtotal	20	\$ 373,049	699	\$ 13,145,954	719	\$ 13,519,002
Average Annual		\$ 18,652		\$ 18,807		\$ 18,803
Average Hourly						\$ 12.79

January 2012 Data