

1 **ISSUE # 3 – Salary Experience Step Advancement**

- 2 3. Article XII - Compensation and Insurance, Section 6 (Experience Step Advancement for
3 both Teachers and Paraprofessionals)

4
5 *Shall Teachers and Paraprofessionals advance on the salary schedule effective the*
6 *beginning of the fourth (4th) quarter of the 2011-12 school year based on experience at*
7 *the beginning of 2011-12 school year and for each year as prescribed by the salary*
8 *schedules?*
9

10 **MEA Position:** MEA proposes to revert to the language prior to the July 2011 imposition by the School
11 Board and implement the experience step advancement at the beginning of the fourth (4th) quarter for
12 both teachers and paraprofessionals. Based on the MEA salary proposals there would be a savings of
13 \$136,417 even with the 4th quarter step advancement. This would allow for all employees to be placed
14 on the salary schedules consistent with credible experience and maintain the structure of the salary
15 schedule.

16
17 **MEA Proposal:**
18

19 **ARTICLE XII- COMPENSATION AND HEALTH INSURANCE**

20 **Section 6 - Codification of Salary Guidelines and Fringe Benefits**

21 **Subdivision 2. Advancement on the Salary Schedule:** ~~If applicable, One (1) year~~
22 ~~advancement on the Salary Schedule shall be based upon ninety-nine (99) or more days~~
23 ~~employment, including paid holidays, within the district during a school year. For the 2011-12~~
24 ~~year, eligible employees shall advance one year on the salary schedule effective the beginning~~
25 ~~of the fourth (4th) quarter of the 2011-12 school year. The method of advancement to~~
26 ~~succeeding levels after the 2010-2011 school year shall be determined through negotiations.~~
27 ~~There shall be no presumption of status quo with respect to advancement to a different level on~~
28 ~~the salary schedule.~~

29
30 **APPENDIX "A"**

31 **As Amended 6-10-2011-[INSERT DATE]**

32 **INSTRUCTIONAL SALARY SCHEDULES**

33 Placement on the Teacher's Salary Schedule is determined by public school teaching experience. A
34 teacher will be given credit for all public school teaching experience, provided the experience was
35 earned in the United States and provided the teacher was properly certified at the time the
36 experience was earned. A new salary schedule will be in effect as of the beginning of the fiscal year
37 for 2009-2010. The salary schedule will include two lanes, one for annual contract and one for PSC

1 (Professional Services Contract) for each degree level. All employees whose start date is after July
2 1, 2009, will be placed on the appropriate step on the AC salary schedule.

3 One year advancement on the salary schedule shall be based upon 99 or more days employment,
4 including paid holidays, within the school district during a school year. For the 2011-12 year,
5 employees will advance one year on the salary schedule effective the beginning of the fourth
6 (4th) quarter of the 2011-12 school year. ~~The method of advancement to succeeding levels after~~
7 ~~the 2010-2011 school year shall be determined through negotiation. There is no presumption of~~
8 ~~status quo with respect to advancement to a different level on the salary schedule.~~

9
10 **MEA Rationale:** The dollar value of employee advancement on the salary schedule has always been
11 addressed in negotiations between MEA and the District and has been reported to employees and the
12 School Board during the ratification process. MEA contends that advancement based on experience is
13 the current structure of the salary schedule and that placement for continuing employees and new hires
14 based on experience is the structure of the salary schedule and therefore appropriate to advance
15 continuing employees and place new hires based on the years of experience the employee has worked
16 including the prior year. By not implementing this structural element designed to maintain equity and
17 provide an incentive for successfully remaining employed undermines the overall structure of the
18 schedule over time. Each year without an advancement on an experience based structure increases the
19 inequities that exist as individuals newly hired without experience are paid the same as experienced
20 successful employees. The design of the schedule is based on the notion of career earnings with annual
21 salary that increases as employees remain successfully employed. If the employees that have worked
22 for many years with an expectation of some day attaining the top of the salary schedule and the
23 increase in salary that comes with that experience step are unable to advance the price of not advancing
24 is more than \$5800 for some and nearly \$7,800 for other PSC teachers. This would not only impact
25 current salary but future income as well as impacting the employees' retirement income in that
26 retirement income is based on the highest several years of salary. Withholding the experience step
27 advancement also creates a burden on future negotiations as there is an additional financial demand to
28 correct the inequities of not advancing based on experience.

29 The advancement through the schedule based on experience is one of several key structural
30 components of the salary schedules. These components determine the salary of each individual on the
31 schedule. Whether the employee is employed under an Annual Contract or Professional
32 Services/Continuing Contract is another structural component of the schedule. The degree earned for
33 teachers or professional learning achieved for paraprofessionals is another structural element. None of
34 these structural elements are cost of living factors. The experience step advancement provides
35 additional money for eligible employees based on continued employment with the District. The salary
36 schedule is designed to differentiate pay for employees based on experience. If the employee does not
37 work sufficient time in a prior year they are not eligible for advancement. If a teacher does not receive a
38 Professional Service Contract, the employee is not eligible to receive the pay differential provided for
39 earning the PSC and remains at the pay for the Annual Contract lane. If a paraprofessional does not earn
40 the credits to be eligible for advancement in the lane structure of the salary schedule, the

1 paraprofessional's pay remains as the prior lane structure dictates. The schedule for Teachers has steps
2 zero (0) through twenty-six (26). Experience after the twenty-sixth step is not a variable in the salary
3 schedule and no pay differential is paid for experience beyond that point. If the schedule did not use
4 experience as a structural element, or if it used a different number of steps, all employees would be paid
5 the same, or they would be paid based on the years of experience as determined through that structure.
6 Not implementing a structural element leads to some undesirable consequences as you begin a new
7 year. How do you justify paying a newly hired beginning teacher at the same rate of pay as a returning
8 employee that has successfully completed a year when the structure of the schedule says otherwise?
9 How will newly hired experienced employees be placed on the schedule? If the experience factor of the
10 structure is not honored for a year or two, how will employees that have honored their commitments to
11 the district recognize that they are being equitably and fairly compensated? Is the District honoring their
12 commitments as agreed upon within the agreement? It appears disingenuous to state that you wish to
13 pay employees based on experience, agree to an experienced based structure and then not honor that
14 structure.

15 The structure based on experience has existed for decades and employees plan their
16 professional and personal financial lives based on the structural designs of the salary schedule. It is
17 unfair to state that experience is a factor in how an employee will be paid over time and then withhold
18 that payment. If the district does not believe experience should be a factor related to pay differentials
19 (Although research exists that states that experience does impact the quality of performance), then it
20 would be appropriate to negotiate around the salary schedule structure for the future. Retaining the
21 structure but not following that structure is not justified.

22 Special Magistrate Marsha Murphy agreed with MEA regarding this issue in her April 2011
23 recommendation (SM 2011 006) by stating, *"I agree with the Association that the step salary structure
24 should be implemented even if negotiations are ongoing. Failure to move employees to the next step
25 while other issues are being negotiated punishes the employee. The employee is not responsible for the
26 negotiation process. Furthermore, this would reduce the District's incentive to come to an agreement
27 before the school year begins. The unintended consequence of negotiating to impasse could actually be
28 financially helpful to the District."* At this time, it appears that the District had that as a goal for this
29 year's negotiations.

30

**Manatee Education Association
Teacher Salary Schedules 2010-11**

The parties are bargaining over salaries for the 2011-12 year

Bachelor's Degree - 10 Month

Exp	2010-11		PSC/CC
	AC	PSC/CC	
0	38517	38517	
1	38907	38907	
2	39155	39155	
3	39353	39353	
4	39551	39551	
5	39749	39749	
6	39947	39947	
7	40154	40154	
8	40343	40343	
9	40549	41578	
10	40752	42293	
11	40955	42958	
12	41158	44909	
13	41361	45640	
14	41564	46374	
15	41767	47103	
16	41970	47995	
17	42173	50599	
18	42376	51314	
19	42579	51926	
20	42782	52458	
21	42985	53073	
22	43188	53696	
23	43391	54328	
24	43594	54969	
25	43797	55619	
26	44000	61450	

Master's Degree - 10 Month

Exp	2010-11		PSC/CC
	AC	PSC/CC	
0	39555	39555	
1	39555	39555	
2	40252	40252	
3	40492	40492	
4	41064	41064	
5	41334	42364	
6	41604	43253	
7	41874	43551	
8	42144	43765	
9	42414	45671	
10	42684	46436	
11	42954	47202	
12	43224	49201	
13	43494	49972	
14	43764	50749	
15	44034	51515	
16	44304	52435	
17	44574	55060	
18	44844	55824	
19	45114	56536	
20	45384	57167	
21	45654	57801	
22	45924	58454	
23	46194	59136	
24	46464	59826	
25	46734	60526	
26	47000	66700	

Specialist - 10 Month

Exp	2010-11		PSC/CC
	AC	PSC/CC	
0	41966	41966	
1	42390	42390	
2	42687	42687	
3	42926	42926	
4	43588	43588	
5	43889	45254	
6	44190	45989	
7	44491	46378	
8	44792	46626	
9	45093	48697	
10	45394	49626	
11	45695	50457	
12	45996	52711	
13	46297	53609	
14	46598	54502	
15	46899	55397	
16	47200	56296	
17	47501	58921	
18	47802	59734	
19	48103	60396	
20	48404	61076	
21	48705	61740	
22	49006	62413	
23	49307	63096	
24	49608	63785	
25	49909	64469	
26	50200	71550	

Doctorate Degree - 10 Month

Exp	2010-11		PSC/CC
	AC	PSC/CC	
0	44376	44376	
1	44824	44824	
2	45121	45121	
3	45361	45361	
4	46021	46021	
5	46334	47690	
6	46646	48431	
7	46959	48810	
8	47272	49092	
9	47584	51209	
10	47897	52035	
11	48210	52861	
12	48522	55118	
13	48835	56016	
14	49148	56911	
15	49461	57809	
16	49773	58705	
17	50086	61330	
18	50399	62241	
19	50711	62953	
20	51024	63586	
21	51337	64249	
22	51649	64896	
23	51962	65540	
24	52275	66390	
25	52587	67303	
26	52900	75100	

MEA Proposed
 2011-12 Salary Schedules
 Step Advancement 4th Quarter

Exp	2011-12		2011-12		2011-12		2011-12		2011-12		2011-12		2011-12		TOTAL	TOTAL
	BA AC	EES	Cost	MA AC	EES	Cost	SPEC AC	EES	Cost	DOC AC	EES	Cost	AC EEs	AC Cost		
0	38517	81	3119877	39555	14	553770	41966	0	0	44376	1	44376	96	\$ 3,718,023		
1	38907	118	4591026	39555	31	1226205	42390	0	0	44824	2	89255	151	\$ 5,906,486		
2	39155	71	2789194.7	40252	18	724536	42687	0	0	45121	3	135363	92	\$ 3,649,094		
3	39353	30	1180590	40492	7	283444	42926	0	0	45361	0	0	37	\$ 1,464,034		
4	39551	32	1274914.6	41064	6	246384	43588	0	0	46021	1	46021	39	\$ 1,567,320		
5	39749	14	556486	41334	10	413340	43889	1	43889	46334	0	0	25	\$ 1,013,715		
6	39947	23	923468.78	41604	7	291228	44190	0	0	46646	1	46646	31	\$ 1,261,343		
7	40154	8	321232	41874	7	293118	44491	0	0	46959	0	0	15	\$ 614,350		
8	40343	12	488850.25	42144	7	295008	44792	0	0	47272	0	0	19	\$ 783,858		
9	40549	6	243294	42414	7	296898	45093	0	0	47584	0	0	13	\$ 540,192		
10	40752	5	208542.25	42684	3	128052	45394	0	0	47897	1	47897	9	\$ 384,491		
11	40955	6	250536.07	42954	4	171816	45695	0	0	48210	0	0	10	\$ 422,352		
12	41158	4	169461.89	43224	4	172896	45996	0	0	48522	0	0	8	\$ 342,358		
13	41361	1	41361	43494	3	135586	46297	0	0	48835	1	48835	5	\$ 225,782		
14	41564	2	83128	43764	1	43764	46598	0	0	49148	0	0	3	\$ 126,892		
15	41767	2	83534	44034	3	132102	46899	0	0	49461	0	0	5	\$ 215,636		
16	41970	0	0	44304	2	88608	47200	0	0	49773	0	0	2	\$ 88,608		
17	42173	1	42173	44574	1	44574	47501	0	0	50086	1	50086	3	\$ 136,833		
18	42376	1	42376	44844	2	89688	47802	1	47802	50399	0	0	4	\$ 179,866		
19	42579	0	0	45114	2	95522.13	48103	0	0	50711	0	0	2	\$ 95,522		
20	42782	1	42782	45384	1	45384	48404	0	0	51024	0	0	2	\$ 88,166		
21	42985	1	48029.29	45654	4	182616	48705	0	0	51337	0	0	5	\$ 230,645		
22	43188	0	0	45924	1	51313.18	49006	0	0	51649	0	0	1	\$ 51,313		
23	43391	0	0	46194	0	0	49307	0	0	51962	0	0	0	\$ -		
24	43594	2	87188	46464	2	98380.55	49608	0	0	52275	0	0	4	\$ 185,569		
25	43797	0	0	46734	1	46734	49909	0	0	52587	0	0	1	\$ 46,734		
26	44000	6	264000	47000	10	470000	50200	2	100400	52900	0	0	18	\$ 834,400		
SubTotal		428	16852045		158	6620967		4	192091		11	508478.9	602	\$ 24,173,582		
AVERAGE			\$ 39,358			\$ 41,781			\$ 48,023			\$ 46,225		\$ 40,179		

Exp	BA PSC/CC	2011-12		MA PSC/CC	2010-2011		SPEC PSC/CC	2011-12		DOC PSC/CC	2011-12		TOTAL PSC EEs	TOTAL PSC COST
		EES	Cost		Ees	Cost		EES	Cost		EES	Cost		
0	38517	0	0	39555	0	0	41966	0	0	44376	0	0	0	\$ -
1	38907	0	0	39555	0	0	42390	0	0	44824	0	0	0	\$ -
2	39155	0	0	40252	0	0	42687	0	0	45121	0	0	0	\$ -
3	39353	24	944472	40492	12	485904	42926	0	0	45361	1	45361	37	\$ 1,475,737
4	39551	69	2729019	41064	24	985536	43588	1	43588	46021	0	0	94	\$ 3,758,143
5	39749	64	2543936	42564	31	1319484	45254	2	90508	47690	1	47690	98	\$ 4,001,618
6	39947	62	2476714	43253	40	1730120	45989	2	91978	48431	1	48431	105	\$ 4,347,243
7	40154	70	2810780	43551	57	2482407	46378	0	0	48810	0	0	127	\$ 5,293,187
8	40343	58	2339894	43765	42	1843266	46626	1	46626	49092	1	49092	102	\$ 4,278,878
9	41578	41	1704698	45671	49	2243238	48697	1	48697	51209	4	204836	95	\$ 4,201,469
10	42293	36	1522548	46436	33	1532388	49626	2	99252	52035	2	104070	73	\$ 3,258,258
11	42958	44	1890152	47202	40	1888080	50457	0	0	52861	0	0	84	\$ 3,778,232
12	44909	39	1751451	49201	35	1722035	52711	4	210844	55118	1	55118	79	\$ 3,739,448
13	45640	40	1825600	49972	32	1599104	53609	1	53609	56016	2	112032	75	\$ 3,590,345
14	46374	22	1020228	50749	34	1731421	54502	3	163506	56911	5	284555	64	\$ 3,199,710
15	47103	29	1365987	51515	35	1815116	55397	1	55397	57809	1	57809	66	\$ 3,294,309
16	47995	29	1391855	52435	30	1573050	56296	1	56296	58705	1	58705	61	\$ 3,079,906
17	50599	38	1922762	55060	31	1706860	58921	3	176763	61330	0	0	72	\$ 3,806,385
18	51314	26	1334164	55824	24	1339776	59734	0	0	62241	3	186723	53	\$ 2,860,663
19	51926	27	1402002	56536	33	1865688	60396	0	0	62953	0	0	60	\$ 3,267,690
20	52458	14	734412	57167	26	1499759	61076	0	0	63586	1	63586	41	\$ 2,297,757
21	53073	27	1432971	57801	19	1098219	61740	1	61740	64249	1	64249	48	\$ 2,657,179
22	53696	23	1235008	58454	28	1650431	62413	2	124826	64896	1	64896	54	\$ 3,075,161
23	54328	25	1358200	59136	26	1537536	63096	0	0	65540	1	65540	52	\$ 2,961,276
24	54969	18	989442	59826	30	1801801	63785	3	191355	66390	0	0	51	\$ 2,982,598
25	55619	16	889904	60526	20	1210520	64469	3	193407	67303	1	67303	40	\$ 2,361,134
26	61450	140	8603000	66700	175	11672500	71550	12	858600	75100	9	675900	336	\$ 21,810,000
SubTotal		981	46219199		907	48334239		43	2566992		37	2255896	1968	\$ 99,376,326
AVERAGE			\$ 47,114			\$ 53,280			\$ 59,697			\$ 60,970		\$ 50,492

AC + PSC	BA	1409	63071244	MA	1066	54955206	SPEC	47	2759089	DOC	48	2764375	2570	\$ 123,549,908
AVERAGE			\$ 44,738			\$ 51,570			\$ 58,704			\$ 57,591		\$ 48,077

2569.816 \$ 121,957,902
 \$ 47,457.83
 \$ 1,592,006
 1.31%
 last Qtrr \$ 373,634
 0.31%
 \$ 122,331,536
 \$ 47,603.22

MEA Proposal Paraprofessional Salary Experience Step Advancement 4th Quarter
 Paraprofessional Salary Schedule Cost 2011-12

Parent Liaison

Exp Step	I	Ees	Cost	II	Ees	Cost	TOTAL EE	TOTAL COST
0	12.25	0	0	16.60	0	0	0	0
1	12.38	0	0	16.77	1	24651.9	1	24651.9
2	12.64	0	0	17.20	1	25284	1	25284
3	12.82	0	0	17.56	3	77439.6	3	77439.6
4	13.23	0	0	17.93	2	52714.2	2	52714.2
5	13.49	0	0	18.39	3	81099.9	3	81099.9
6	13.76	0	0	18.76	5	137886	5	137886
7	14.04	0	0	19.23	2	56536.2	2	56536.2
8	14.39	2	42306.6	19.61	4	115306.8	6	157613.4
9	14.66	0	0	20.09	0	0	0	0
10	14.96	0	0	20.43	1	30032.1	1	30032.1
11	15.38	1	22608.6	20.97	0	0	1	22608.6
12	15.66	0	0	21.49	1	31590.3	1	31590.3
13	16.06	1	23608.2	22.00	2	64680	3	88288.2
14	16.36	0	0	22.49	2	66120.6	2	66120.6
15	16.77	0	0	23.00	1	33810	1	33810
16	17.20	0	0	23.51	1	34559.7	1	34559.7
17	17.56	0	0	24.08	1	35397.6	1	35397.6
18	17.94	0	0	24.63	0	0	0	0
19	18.15	0	0	24.89	0	0	0	0
20	18.30	0	0	25.13	1	36941.1	1	36941.1
21	20.30	0	0	27.64	0	0	0	0
22	20.30	0	0	27.64	0	0	0	0
23	20.30	0	0	27.64	0	0	0	0
24	20.30	0	0	27.64	0	0	0	0
25	20.30	0	0	27.64	1	40630.8	1	40630.8
SubTotal		4	\$ 88,523		32	\$ 944,681	36	\$ 1,033,204
Average Annual			\$ 22,131			\$ 29,521		\$ 28,700
Average Hourly			\$ 15.06			\$ 20.08		\$ 19.52

34 \$ 967,995
 \$ 65,209
 \$ 15,304

Teacher Assistants

Exp Step	PP2	EES	Cost	PP6	EES	Cost	TOTAL EE	TOTAL COST
0	12.42	0	0	13.44	1	19756.8	1	19756.8
1	12.55	0	0	13.58	10	199626	10	199626
2	12.85	0	0	13.89	7	142928.1	7	142928.1
3	13.03	0	0	14.10	2	41454	2	41454
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	1	22902.6	1	22902.6
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

MEA Proposal Paraprofessional Salary Experience Step Advancement 4th Quarter
 Paraprofessional Salary Schedule Cost 2011-12

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	\$ 92,390		97	\$ 2,362,319	101	\$ 2,454,709
Average annual			\$ 23,097			\$ 24,354		\$ 24,304
Average hourly			\$ 15.71			\$ 16.57		\$ 16.53

101 \$ 2,419,282
 \$ 35,427
 \$ 8,315

Teacher Aides

Exp Step	Non HQ TA2	EEs	Cost	HQ TA6	EEs	Cost	TOTAL EE	TOTAL COST
0	9.97	0	0	10.80	59	869778	59	869778
1	10.07	0	0	10.91	56	833960.4	56	833960.4
2	10.33	0	0	11.16	25	380835	25	380835
3	10.46	0	0	11.32	14	216325.2	14	216325.2
4	10.67	2	29129.1	11.54	29	456810.9	31	485940
5	10.93	1	14919.45	11.83	39	629770.05	40	644689.5
6	11.17	2	30494.1	12.09	27	445576.95	29	476071.05
7	11.31	0	0	12.27	39	653193.45	39	653193.45
8	11.59	1	15820.35	12.55	18	308353.5	19	324173.85
9	11.87	1	16202.55	12.86	34	596832.6	35	613035.15
10	12.08	0	0	13.05	23	409704.75	23	409704.75
11	12.26	0	0	13.26	29	524897.1	29	524897.1
12	12.57	1	17158.05	13.60	16	297024	17	314182.05
13	12.86	0	0	13.92	16	304012.8	16	304012.8
14	13.10	1	17881.5	14.17	15	290130.75	16	308012.25
15	13.37	1	18250.05	14.44	15	295659	16	313909.05
16	13.80	0	0	14.92	18	366584.4	18	366584.4
17	13.98	1	19082.7	15.13	11	227176.95	12	246259.65
18	14.17	2	38684.1	15.35	11	230480.25	13	269164.35
19	14.34	0	0	15.46	11	232131.9	11	232131.9
20	14.46	0	0	15.66	9	192383.1	9	192383.1
21	15.24	0	0	16.49	1	22508.85	1	22508.85
22	16.57	0	0	17.94	6	146928.6	6	146928.6
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	0	0	17.94	32	783619.2	32	783619.2
SubTotal		13	\$ 217,622		568	\$ 10,081,999	581	\$ 10,299,621
Average Annual			\$ 16,740			\$ 17,750		\$ 17,727
Average Hourly			\$ 12.26			\$ 13.00		\$ 12.99

566 \$ 9,889,753
 718 \$ 13,787,534
 \$ 409,869
 \$ 96,687
 \$ 510,505
 \$ 120,306