

1 **ISSUE # 4 – Salary for Teachers and Paraprofessionals**

2 4. Article XII – Compensation and Benefits, Section 1 (Teachers), Article XI–  
3 Compensation and Benefits (Paraprofessionals) and Appendix A (Salary Schedules)

4  
5 *What shall be the 2011-12 salary for Teachers and Paraprofessionals?*

6 **MEA Position:** The salary schedules are provided in Union Exhibit #4A for teachers and #4B for  
7 Paraprofessionals. In light of the reduced funding through the FEFP from the state to the district, MEA is  
8 proposing that the salary amounts on the salary schedule remain the same and that teachers will be  
9 furloughed one (1) day during the 2001-12 contract year. MEA recommends that February 20, 2012 as  
10 the date for the furlough day to be served. This is currently in the calendar as a paid holiday and  
11 therefore will not impact student instruction. In the event that the negotiations process is not  
12 completed by that date, MEA recommends that it be on a date mutually agreed to by MEA and MCSD.  
13 Paraprofessionals will receive only the step advancement at the beginning of the 4<sup>th</sup> quarter as proposed  
14 in the previous pages. The overall financial impact on this proposal is a reduction in cost to the District  
15 of (\$256,723). One furlough day for teachers is a reduction in cost of (\$630,357) after the \$373,634 cost  
16 of the implementation of the fourth quarter step increase for teachers. The impact on the average  
17 teacher of this proposal is a decrease of approximately one hundred dollars (\$99.90). The impact of the  
18 step advancement for paraprofessionals is \$120,306 or an average step cost of \$167.56 per eligible  
19 paraprofessional (Union Exhibit #4C). Thirty-six (36) paraprofessionals and three hundred twenty-four  
20 (324) teachers are already at the highest step of the schedule and will not receive the salary step  
21 advancement. The salary amounts on each step of the schedule remain as they were in 2009-10 and  
22 2010-11.

23  
24 **MEA Rationale:** The overall financial impact on Teachers for the 2011-12 year based on MEA’s financial  
25 proposals and the newly required FRS employee contribution results in a reduction of nearly five million  
26 dollars (\$4,962,072) or an average of more than seventeen hundred dollars (\$1,717) for the 2011-12  
27 work year. The impact on each Teacher from the District proposals is a reduction in spendable income  
28 of \$3,410 on average or more than eight and one-half million dollars (\$8,586,433) for all teachers. The  
29 annual spending power of Paraprofessionals would be reduced by \$1,256 under the District’s proposals  
30 or more than three quarters of a million (\$782,275) for all paraprofessionals. MEA’s proposal for  
31 Paraprofessionals results in an annual impact of more than a half a million dollars (\$510,642) or nearly  
32 six hundred dollars (\$566) per individual Paraprofessional. The difference between MEA’s salary  
33 proposal and the District’s proposals is \$3,000,000. The District’s budget reductions were \$3,000,000  
34 more than originally recommended by the Superintendent to balance the budget.

35 The impact of increased health insurance premiums for employees for the 2011-12 year can be  
36 devastating for the lowest paid employees. To reduce their salary any further would result in the loss of  
37 benefits for dependents and perhaps even employees themselves. The district has agreed to no  
38 reductions in salary for other low paid ten month employees. Although the furlough days and the  
39 accompanying loss of pay, for teachers are undesirable, MEA recognizes the financial plight of the  
40 district. However, MEA contends that there are sufficient funds within the current budget to support

1 this proposal without further cuts in pay. With this proposal, this will be the fourth consecutive year  
2 with a reduction in the average teacher salary.

3 The District has saved \$7,800,000 in teacher and paraprofessional budget costs due to the  
4 reduction in the Florida Retirement System (FRS) employer contribution rate from 10.77% of salary in  
5 2010-11 to a rate of 4.91% for 2011-12 (Union Exhibit #4D). In addition, employees are now required to  
6 pay 3% of salary as a contribution toward retirement for the first time in 2011-12. The impact of this  
7 employee contribution is approximately \$4,000,000 in annual spending power lost by employees. On  
8 average teachers will pay about \$1,400 annually and paraprofessionals will contribute \$572 annually  
9 from salary to FRS for the 2011-12 work year.

10 In addition to the reduced FRS contribution, the district has cut budgeted expenditures  
11 \$3,000,000 more than required to balance the budget (Union Exhibit #4E). During negotiations, the  
12 district also revealed mistakes within the budget document and under reported revenues totaling an  
13 additional \$1.8 million within the budget. The District's response to MEA's budget questions is attached  
14 as Union Exhibit #4F and the calculation of available budgeted dollars is provided in Union Exhibit #4F.

15 No other comparable district has a higher Administrator Expenditure per unweighted student  
16 population (UFTE) than Manatee (Union Exhibit #4G) and no other district has proposed or implemented  
17 a pay reduction for employees (Union Exhibit #4H).

18  
19

MEA Bargaining Unit Employee Impact  
 MEA Proposals  
 SM 2011 091

**FRS 3% Contribution**

Unit	Employees	Cost	Contribution	Average
Teachers	2570	\$ 121,957,902	\$ (3,651,035)	\$ (1,420.91)
Paraprofessionals	718	\$ 13,567,544	\$ (410,635)	\$ (571.92)

TOTAL \$ 135,525,445 \$ (4,061,671)

Based on District provided data received October, 2011

**Experience Step Advancement 4th Quarter and 2 Furlough days for Teachers**

Unit	Employees	Cost	Teachers 4th Q Step & 1 Furlough day /Paras 4th Q Step	Individual Average Impact
Teachers	2570	\$ 121,701,179	\$ (256,723)	\$ (99.91)
Paraprofessionals	718	\$ 13,687,849	\$ 120,306	\$ 167.56
TOTAL		\$ 135,389,028	\$ (136,417)	

**Board Benefit Proposals Impact**

**Life Insurance**

Unit	Employees	April 1, 2012 Implementation (5 months)	Purchase cost 0.182/1000	Individual Average Impact
Teachers	2570		\$ (112,236)	\$ (43.68)
Paraprofessionals	718		\$ (12,414)	\$ (17.29)
TOTAL			\$ (124,650)	

**Health Insurance**

Unit	Employees	MEA EE Share (Monthly Increase \$0.00 - \$138.18)	EE Share Increase	Individual Average Impact
Teachers	2307	\$ 1,443,447	\$ (352,762)	\$ (152.91)
Paraprofessionals	530	\$ 294,572	\$ (76,255)	\$ (143.88)
TOTAL		\$ 1,738,019	\$ (429,017)	

Board imposed rates June 7, 2011

**Health Insurance 2012**

Unit	Employees	MEA EE Share (Additional Monthly Increase \$6.00 - \$125.00)	EE Share Increase	Individual Average Impact
Teachers	2307	\$ 4,114,519	\$ (610,285)	\$ (264.54)
Paraprofessionals	530	\$ 846,906	\$ (131,643)	\$ (248.38)
TOTAL		\$ 4,961,425	\$ (741,929)	
HIC Recommended 2012 Rates August 30, 2011				\$ (417.45)
Total Health Ins.				\$ (392.26)

**Elementary Team Leader Supplement**

Add Supplements	Employees	Supplement Amount	Total Impact
	24	\$ 1,165	\$ 27,960

**TOTAL IMPACT**

Unit	Employees	Total MEA Unit	Individual Average Impact
Teachers	2570	\$ (4,955,081)	\$ (1,717.41)
Paraprofessionals	718	\$ (510,642)	\$ (565.53)
TOTAL		\$ (4,751,755)	

District Proposals 2011-12 Negotiations Impact  
 October 2011  
 SM 2011 091

**FRS 3% Contribution**

Unit	Employees	Cost	Contribution	Average
Teachers	2570	\$ 121,957,902	\$ (3,558,122)	\$ (1,384.75)
Paraprofessionals	718	\$ 7,665,118	\$ (223,700)	\$ (311.56)

TOTAL \$ 129,623,020 \$ (3,781,821)

Based on District provided data received on August 3, 2011

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**Board Proposed Salary Decrease Impact**

Unit	Employees	Cost	Teachers - 2.75% Salary /Paras 3 days	Individual Average Impact
Teachers	2570	\$ 118,604,060	\$ (3,353,842)	\$ (1,305.25)
Paraprofessionals	718	\$ 7,456,656	\$ (208,462)	\$ (290.34)
TOTAL		\$ 126,060,716	\$ (3,562,304)	

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**Board Benefit Proposals Impact  
 Life Insurance**

Unit	Employees	April 1, 2012 Implementation (5 months)	Purchase cost 0.182/1000	Individual Average Impact
Teachers	2570		\$ (112,236)	\$ (43.68)
Paraprofessionals	718		\$ (12,414)	\$ (17.29)
TOTAL			\$ (124,650)	

**Health Insurance 2011**

Unit	Employees	EE Share (Monthly Increase \$0.00 - \$138.18)	EE Share Increase	Individual Average Impact
Teachers	2307	\$ 1,443,447	\$ (352,762)	\$ (152.91)
Paraprofessionals	530	\$ 294,572	\$ (76,255)	\$ (143.88)
TOTAL		\$ 1,738,019	\$ (429,017)	

Board imposed rates June 7, 2011

**Health Insurance 2012**

Unit	Employees	EE Share (Additional Monthly Increase \$0.00 - \$97.06)	EE Share Increase	Individual Average Impact
Teachers	2307	\$ 4,333,020	\$ (1,209,471)	\$ (524.26)
Paraprofessionals	530	\$ 932,399	\$ (261,444)	\$ (493.29)
TOTAL		\$ 5,265,419	\$ (1,470,915)	

Board proposal August 23, 2011

Total Health Ins. \$ 7,003,437 \$ (1,899,932) \$ (637.17)

**TOTAL IMPACT**

Unit	Employees	Total MEA Unit	Individual Average Impact
Teachers	2570	\$ (8,586,433)	\$ (3,410.85)
Paraprofessionals	718	\$ (782,275)	\$ (1,256.35)
TOTAL		\$ (9,368,708)	

MEA AVERAGE TEACHER SALARY COMPARISON DATA  
HISTORY OF SALARY INCREASES  
FROM FISCAL YEAR 2004-05 TO 2011-12

<u>Fiscal Year</u>	<u>Step Increase %</u>	<u>Schedule Increase %</u>	<u>Total % Increase</u>	<u>Average Salary</u>	<u>Ave. % Change</u>
<b>2011-2012 MEA</b>	<b>0.31%</b>	<b>0.00%</b>	<b>0.31%</b>	<b>\$ 47,603</b>	<b>0.31%</b>
<b>2011-2012 MEA</b>		<b>(1 furlough days)</b>	<b>-0.21%</b>	<b>\$ 47,360</b>	<b>-0.21%</b>
<b>2011-2012 Board</b>	<b>0.00%</b>	<b>-2.75%</b>	<b>-2.75%</b>	<b>\$ 46,153</b>	<b>-2.75%</b>
<b>2011-12 Status Quo</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>\$ 47,458</b>	<b>-1.50%</b>
2010-2011	1.36%	0.00%	1.36%	\$ 48,183	-1.08%
2009-2010	1.32%	1.00% (1)	1.57%	\$ 48,710	-0.20%
2008-2009	0.00%	-1.00%	-1.00%	\$ 48,810	-1.39%
2007-2008	1.28%	3.72%	5.00%	\$ 49,496	4.25%
2006-2007	1.28%	5.72%	7.00%	\$ 47,480	6.84%
2005-2006	1.60%	4.40%	6.00%	\$ 44,440	7.22%
2004-2005	1.80%	2.64%	4.44%	\$ 41,446	

(1) - All schedules were increased by 1% for only those employees  
at the top of their respective salary schedules.

Data for 2004-2011 provided by the MCSD or from data provided by FLDOE.

2010-11 TEACHER SALARY AGREEMENTS BY DISTRICT

DISTRICT	BACHELORS		MASTERS		SPECIALIST		DOCTORATE	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
58 SARASOTA	\$ 38,530	\$ 52,068	\$ 41,747	\$ 65,126	\$ 44,604	\$ 72,706	\$ 46,510	\$ 75,811
41 MANATEE*	\$ 38,517	\$ 61,450	\$ 39,555	\$ 66,700	\$ 41,966	\$ 71,550	\$ 44,376	\$ 75,100
11 COLLIER	\$ 38,198	\$ 60,793	\$ 40,893	\$ 66,808	\$ 42,393	\$ 68,308	\$ 43,393	\$ 69,308
49 OSCEOLA	\$ 37,650	\$ 60,500	\$ 40,335	\$ 63,185	\$ 41,835	\$ 64,685	\$ 43,335	\$ 66,185
29 HILLSBOROUGH*	\$ 37,201	\$ 61,906	\$ 40,129	\$ 64,834	\$ 41,601	\$ 66,306	\$ 43,057	\$ 67,762
52 PINELLAS	\$ 37,013	\$ 59,998	\$ 39,193	\$ 62,178	\$ 40,363	\$ 63,348	\$ 41,513	\$ 64,498
42 MARION*	\$ 35,780	\$ 53,470	\$ 38,120	\$ 56,530	\$ 39,960	\$ 59,900	\$ 41,790	\$ 64,180
35 LAKE*	\$ 35,600	\$ 54,550	\$ 37,975	\$ 56,925	\$ 38,925	\$ 57,875	\$ 39,925	\$ 58,875
56 ST. LUCIE	\$ 35,356	\$ 59,717	\$ 38,621	\$ 62,921	\$ 41,014	\$ 65,435	\$ 42,092	\$ 66,565
<b>STATE AVERAGE</b>	<b>\$ 34,738</b>	<b>\$ 56,187</b>	<b>\$ 37,145</b>	<b>\$ 59,351</b>	<b>\$ 38,469</b>	<b>\$ 60,992</b>	<b>\$ 39,637</b>	<b>\$ 62,399</b>
41 MANATEE (-2.75%)	\$ 37,458	\$ 59,760	\$ 38,467	\$ 64,866	\$ 40,812	\$ 69,582	\$ 43,156	\$ 73,035
Change in Manatee	\$ (1,059)	\$ (1,690)	\$ (1,088)	\$ (1,834)	\$ (1,154)	\$ (1,968)	\$ (1,220)	\$ (2,065)

\*2009-10 data; 2010-11 salary negotiations not finalized.

**MEA Salary Proposal SM 2011 091**

**Available Funds**

<b>BUDGET CATEGORY</b>	<b>AVAILABLE FUNDS</b>	<b>DATA SOURCE</b>
FRS RATE CHANGE SAVINGS	\$ 7,800,000	Exhibit #4D
ADDITIONAL BUDGET CUTS	\$ 3,000,000	Exhibit #4E
CONSTRUCTION SERVICES (Capital Transfer)	\$ 1,008,114	Exhibit #4F-3
MTI REVENUE (Anticipated Student Fees)	\$ 730,000	Exhibit #4F-1
COMMUNITY & PRESS RELATIONS (Budget Error)	\$ 40,000	Exhibit #4F-3
INSTRUCTIONAL TV SERVICES (Budget Error)	\$ 40,000	Exhibit #4F-6
<b>TOTAL</b>	<b>\$ 12,618,114</b>	

SCHOOL DISTRICT OF MANATEE COUNTY  
 SUMMARY OF BUDGETED SALARIES AND BENEFITS - MEA AND PARA BARGAINING UNITS  
 FOR THE FISCAL YEAR ENDING JUNE 30, 2012 AS OF 10/25/11

Object Code	BUDGETED							Workers Comp
	Salaries	Retirement .0491	Retirement .1077	Retirement EE .03	Social Security	Life Insurance	Health Insurance	
Teachers	114,660,252.36	5,629,818.39	12,348,909.18	3,439,807.57	8,771,509.31	229,320.50	17,199,037.85	1,570,845.46
Occupational Specialist	56,774.55	2,787.63	6,114.62	1,703.24	4,343.25	113.55	8,516.18	777.81
Media Specialist	2,762,129.98	135,620.58	297,481.40	82,863.90	211,302.94	5,524.26	414,319.50	37,841.18
Guidance Counselors	4,802,412.78	235,798.47	517,219.86	144,072.38	367,384.58	9,604.83	720,361.92	65,793.06
Other Certified	3,210,162.81	157,618.99	345,734.53	96,304.88	245,577.45	6,420.33	481,524.42	43,979.23
	<u>125,491,732.48</u>	<u>6,161,644.06</u>	<u>13,515,459.59</u>	<u>3,764,751.97</u>	<u>9,600,117.53</u>	<u>250,983.46</u>	<u>18,823,759.87</u>	<u>1,719,236.73</u>
Teacher Aides	6,265,651.65	307,643.50	674,810.68	187,969.55	479,322.35	12,531.30	939,847.75	85,839.43
Instructional Assistants	1,399,466.48	68,713.80	150,722.54	41,983.99	107,059.19	2,798.93	209,919.97	19,172.69
	<u>7,665,118.13</u>	<u>376,357.30</u>	<u>825,533.22</u>	<u>229,953.54</u>	<u>586,381.54</u>	<u>15,330.24</u>	<u>1,149,767.72</u>	<u>105,012.12</u>
Total Teacher & Paras	\$ 133,156,850.61	\$ 6,538,001.36	\$ 14,340,992.81	\$ 3,994,705.52	\$ 10,186,499	\$ 266,314	\$ 19,973,527.59	\$ 1,824,249
Difference			\$ 7,802,991.45					\$ 38,788,591
								29.13%



SCHOOL DISTRICT OF MANATEE COUNTY  
SUMMARY OF BUDGETED SALARIES AND BENEFITS - MEA AND PARA BARGAINING UNITS  
FOR THE FISCAL YEAR ENDING JUNE 30, 2012 AS OF 10/25/11

		BUDGETED					
Object Code	Salaries	Retirement	Social Security	Life Insurance	Health Insurance	Workers Comp	
Teachers	114,660,252.36	5,629,818.39	8,771,509.31	229,320.50	17,199,037.85	1,570,845.46	
Occupational Specialist	56,774.55	2,787.63	4,343.25	113.55	8,516.18	777.81	
Media Specilist	2,762,129.98	135,620.58	211,302.94	5,524.26	414,319.50	37,841.18	
Guidance Counselors	4,802,412.78	235,798.47	367,384.58	9,604.83	720,361.92	65,793.06	
Other Certified	3,210,162.81	157,618.99	245,577.45	6,420.33	481,524.42	43,979.23	
	<u>125,491,732.48</u>	<u>6,161,644.06</u>	<u>9,600,117.53</u>	<u>250,983.46</u>	<u>18,823,759.87</u>	<u>1,719,236.73</u>	
Teacher Aides	6,265,651.65	307,643.50	479,322.35	12,531.30	939,847.75	85,839.43	
Instructional Assistants	1,399,466.48	68,713.80	107,059.19	2,798.93	209,919.97	19,172.69	
	<u>7,665,118.13</u>	<u>376,357.30</u>	<u>586,381.54</u>	<u>15,330.24</u>	<u>1,149,767.72</u>	<u>105,012.12</u>	
					292.37		

**Comparison of Teacher Salary Proposals**

**2011-12 Negotiations**

Salary Schedule	Teachers	Salary Cost	\$ Change Salary FY12-FY11	% Change Salary FY12-FY11	Average Salary	\$ Change FY12-FY11	% Change FY12-FY11
<b>Teacher BU 2010-2011</b>	<b>2716</b>	<b>\$ 132,371,446</b>			<b>\$ 48,747</b>		
Status Quo 2011-12	2570	\$ 121,957,902	\$ (10,413,544)	-7.87%	\$ 47,458	\$ (1,289)	-2.64%
Board 2011-12 (-2.75%)	2570	\$ 118,604,060	\$ (13,767,386)	-10.40%	\$ 46,149	\$ (2,597)	-5.33%
MEA 2011-12 (4th Q Step & 1 Furlough day)	2570	\$ 121,701,179	\$ (10,670,266)	-8.06%	\$ 47,355	\$ (1,392)	-2.86%

Salary Schedule	Teachers	Salary Cost	\$ Change Salary from Status Quo	FRS Savings	Total Budget Impact	\$ Salary Dif MEA- Board
<b>Teacher BU 2010-2011</b>	<b>2716</b>	<b>\$ 132,371,446</b>		<b>\$ (8,268,272)</b>		
Status Quo 2011-12	2570	\$ 121,957,902	\$ (10,413,544)	\$ (511,305)	\$ (19,193,120)	
Board 2011-12 (-2.75%)	2570	\$ 118,604,060	\$ (3,353,842)	\$ (164,674)	\$ (22,711,636)	
MEA 2011-12 (4th Q Step & 1 Furlough day)	2570	\$ 121,701,179	\$ (256,723)	\$ (12,605)	\$ (19,462,448)	\$ 3,097,120

MEA calculations from data provided by the District

**MANATEE COUNTY SCHOOLS  
SUPERINTENDENT'S RECOMMENDATION FOR \$11 MILLION BUDGET CUTS  
FOR THE 2011-2012 BUDGET YEAR  
June 13, 2011**

				<u>Original \$11 Million List</u>				<u>Revised \$11 Million List</u>
District Office Re-organization Savings				1,500,000				1,500,000
<b>Reduced Utilities Cost District Wide</b>				-				<b>1,200,000</b>
Lower salaries through retirements (75 retirements)				1,500,000				1,500,000
On-time Retirement Incentive Savings				150,000				150,000
Charter Schools share of reduction in FEFP				2,200,000				2,200,000
Outsource Custodians:								
A. All new custodians hired through a staffing/payroll service	480,000	Half year =		240,000	480,000	Half year =		240,000
B. Select schools to be cleaned by local independent contractor	51,600	3 Schools		154,800	51,600	3 Schools		154,800
Eliminate Elementary School Resource Officers	80,000	6	480,000	240,000	80,000	6	480,000	240,000
School Discretionary Budget Reduction (%age/Amount)	12.50%			250,000	0.00%			-
School Media Budget Reduction (%age/Amount)	50%			110,000	50%			110,000
School Improvement Plan (SIP) Budget Reduction (%age/Amount)	50%			96,500	50%			96,500
School Cuts - Based on FTE				2,000,000				<b>1,000,000</b>
Average Elementary School	= 30,000				<b>15,000</b>			
Average Middle School	= 42,000				<b>21,000</b>			
Average High School	= 88,000				<b>44,000</b>			
Modify Delivery Service for Hospital / Homebound Students - Less 1 on 1/more virtual instruction				350,000				350,000
Eliminate one specials teacher at elementary schools and replace with a teacher assistant				1,250,000				1,250,000
Decrease Board provided life insurance to employees from 2x annual salary to 1X annual salary (Annualized Savings = \$338,000/Effective 10-1-2011)				253,500				253,500
Furlough Days								
12 Month District Level SAMP Employees D9 to D17 (These days for SAMP employees are in addition to the 5 Spring Break Furlough days being recommended)	1	35,000		35,000	1	35,000		35,000
				<b>(6 total furlough days)</b>				<b>(6 total furlough days)</b>
12 Month District Level SAMP Employees D1 to D8 (These days for SAMP employees are in addition to the 2 Spring Break Furlough days being recommended)	0	15,000		-	0	15,000		-
				<b>(2 total furlough days)</b>				<b>(2 total furlough days)</b>
10, 10.5 and 11 month SAMP Employees	2	12,600		25,200	1	12,600		<b>12,600</b>
School Principals and Assistant Principals	3	50,000		150,000	2	50,000		<b>100,000</b>
Teachers and other Instructional Staff	2	800,000		1,600,000	1	800,000		<b>800,000</b>
Aides and Teacher Assistants	0	50,000		-	0	50,000		-
Non-Bargaining Hourly (Clerks / Secretaries)	0	86,000		-	0	86,000		-
AFSCME	0	75,000		-	0	75,000		-
<b>Total Proposed Savings</b>				<u>12,105,000</u>				<u>11,192,400</u>

SAMP = Supervisory, Administrative, Managerial & Professional