

COMPILATION DOCUMENT

COLLECTIVE BARGAINING AGREEMENT

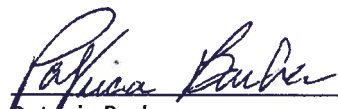
BETWEEN

SCHOOL BOARD OF MANATEE COUNTY

AND

MANATEE EDUCATION ASSOCIATION

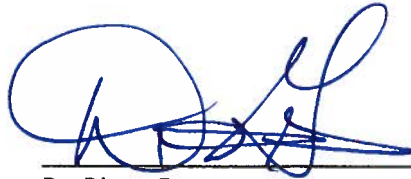
This document is the compilation of tentative agreements between the parties agreed to during negotiations and the impasse issues resolved by School Board action at the Legislative Body Hearing of March 27, 2017.



Patricia Barber
President

Manatee Education Association

Date 3/31/17



Dr. Diana Greene
Superintendent

School District of Manatee County

Date 3/31/17

The following impasse issues were imposed by the Legislative Body during the hearing held on March 27, 2017.

SALARY FOR 2016-17

“Eligible teachers will receive either a four-step or a three-step increase depending upon which pay schedule they are on and their evaluation results. The pay increase will not be retroactive.”

This means that for the 2016-17 contract year eligible teacher bargaining unit members on the Grandfathered Schedule shall advance four (4) levels on the Grandfathered salary schedule; eligible teacher bargaining unit members on the Performance Salary Schedule that received a Highly Effective evaluation rating for the 2015-16 year shall advance four (4) levels on the Performance schedule; eligible teacher bargaining unit members on the Performance salary schedule that received an Effective evaluation rating for the 2015-16 year shall advance three (3) levels on the Performance schedule; and Teacher bargaining unit members on the Performance schedule that received a less than Effective evaluation rating for the 2015-16 year are, by law, not eligible for salary level adjustments.

“Eligible teachers will receive a one lump (sum) longevity increase payout.”

Teacher bargaining unit employees completing their 16th year in the District in 2015-16 receive \$2,100. Teacher bargaining unit employees completing their 25th year in the District in 2015-16 receive \$3,600.

Teachers, as noted above, will receive a longevity supplement paid in one lump sum.

“All teachers will receive a one-time supplement of \$300.”

All teacher bargaining unit employees will receive a \$300 salary supplement.

HEALTH INSURANCE FOR 2016-17

“The MEA Teachers will be required to move to the new four-tier rate structure on the current Gold, Silver, and Bronze plans. A special enrollment period will be held in April that will allow changes in current coverage for teachers only. New premiums will be collected beginning in May.”

The District will pay \$243,000 per month to the Health Insurance Fund for the months of December 2016 through April 2017, which represents the employee premium contribution portion of the increased premiums.

HEALTH INSURANCE

		Change
Active Employees	4412	15
Total District Spend	\$36,054,780	\$19,589
Active Employee Contributions	\$14,855,100	\$4,781,196
Total Projected Cost	\$50,909,880	\$4,871,000

PREMIUM STRUCTURE - MONTHLY

2017 Premium Rates	Bronze	Silver	Gold
EE Only	\$525	\$571	\$607
EE + Child(ren)	\$947	\$1,027	\$1,092
EE + Spouse	\$1,156	\$1,256	\$1,335
EE Family	\$1,576	\$1,712	\$1,820
Board Subsidy	Bronze	Silver	Gold
EE Only	\$493	\$507	\$505
EE + Child(ren)	\$787	\$737	\$724
EE + Spouse	\$767	\$781	\$779
EE Family	\$1,061	\$1,011	\$998
Employee Contributions	Bronze	Silver	Gold
EE Only	\$32	\$64	\$102
EE + Child(ren)	\$160	\$290	\$368
EE + Spouse	\$388	\$475	\$557
EE Family	\$515	\$700	\$822
CHANGE FROM CURRENT	Bronze	Silver	Gold
EE Only	\$0	\$0	\$0
EE + Child	\$0	\$0	\$0
EE + Children	(\$90)	(\$126)	(\$158)
EE + Spouse	\$228	\$185	\$189
EE + Family	\$265	\$284	\$296

The following issues were tentatively agreed to by the parties during negotiations.

TA BDP 10/3/16
BV 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.

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
				32a	\$ 66,394

Grandfathered Schedule 2016-2017 Master's Degree GAC2 10-Month					
1a	\$	39,192	12b	\$	49,468
1b	\$	39,494	12c	\$	49,771
1c	\$	39,796	13a	\$	50,073
2a	\$	40,099	13b	\$	50,375
2b	\$	40,401	13c	\$	50,677
2c	\$	40,703	14a	\$	50,980
3a	\$	41,005	14b	\$	51,282
3b	\$	41,308	14c	\$	51,584
3c	\$	41,610	15a	\$	51,886
4a	\$	41,912	15b	\$	52,189
4b	\$	42,214	15c	\$	52,491
4c	\$	42,517	16a	\$	52,793
5a	\$	42,819	16b	\$	53,095
5b	\$	43,121	16c	\$	53,398
5c	\$	43,423	17a	\$	53,700
6a	\$	43,726	17b	\$	54,002
6b	\$	44,028	17c	\$	54,304
6c	\$	44,330	18a	\$	54,607
7a	\$	44,632	18b	\$	54,909
7b	\$	44,935	18c	\$	55,211
7c	\$	45,237	19a	\$	55,513
8a	\$	45,539	19b	\$	55,816
8b	\$	45,841	19c	\$	56,118
8c	\$	46,144	20a	\$	56,420
9a	\$	46,446	20b	\$	56,722
9b	\$	46,748	20c	\$	57,025
9c	\$	47,050	21a	\$	57,327
10a	\$	47,353	21b	\$	57,629
10b	\$	47,655	21c	\$	57,931
10c	\$	47,957	22a	\$	58,234
11a	\$	48,259	22b	\$	58,536
11b	\$	48,562	22c	\$	58,838
11c	\$	48,864	23a	\$	59,140
12a	\$	49,166	23b	\$	59,443
				35a	\$ 70,021
				35b	\$ 70,324
				35c	\$ 70,626
				36a	\$ 70,928
				36b	\$ 71,230
				36c	\$ 71,533

Grandfathered Schedule 2016-2017 Specialist GAB2 10-Month			
1a	\$ 41,610	13b	\$ 52,793
1b	\$ 41,912	13c	\$ 53,095
1c	\$ 42,214	14a	\$ 53,398
2a	\$ 42,517	14b	\$ 53,700
2b	\$ 42,819	14c	\$ 54,002
2c	\$ 43,121	15a	\$ 54,304
3a	\$ 43,423	15b	\$ 54,607
3b	\$ 43,726	15c	\$ 54,909
3c	\$ 44,028	16a	\$ 55,211
4a	\$ 44,330	16b	\$ 55,513
4b	\$ 44,632	16c	\$ 55,816
4c	\$ 44,935	17a	\$ 56,118
5a	\$ 45,237	17b	\$ 56,420
5b	\$ 45,539	17c	\$ 56,722
5c	\$ 45,841	18a	\$ 57,025
6a	\$ 46,144	18b	\$ 57,327
6b	\$ 46,446	18c	\$ 57,629
6c	\$ 46,748	19a	\$ 57,931
7a	\$ 47,050	19b	\$ 58,234
7b	\$ 47,353	19c	\$ 58,536
7c	\$ 47,655	20a	\$ 58,838
8a	\$ 47,957	20b	\$ 59,140
8b	\$ 48,259	20c	\$ 59,443
8c	\$ 48,562	21a	\$ 59,745
9a	\$ 48,864	21b	\$ 60,047
9b	\$ 49,166	21c	\$ 60,349
9c	\$ 49,468	22a	\$ 60,652
10a	\$ 49,771	22b	\$ 60,954
10b	\$ 50,073	22c	\$ 61,256
10c	\$ 50,375	23a	\$ 61,558
11a	\$ 50,677	23b	\$ 61,861
11b	\$ 50,980	23c	\$ 62,163
11c	\$ 51,282	24a	\$ 62,465
12a	\$ 51,584	24b	\$ 62,767
12b	\$ 51,886	24c	\$ 63,070
12c	\$ 52,189	25a	\$ 63,372
13a	\$ 52,491	25b	\$ 63,674
		25c	\$ 63,976
		26a	\$ 64,279
		26b	\$ 64,581
		26c	\$ 64,883
		27a	\$ 65,185
		27b	\$ 65,488
		27c	\$ 65,790
		28a	\$ 66,092
		28b	\$ 66,394
		28c	\$ 66,697
		29a	\$ 66,999
		29b	\$ 67,301
		29c	\$ 67,603
		30a	\$ 67,906
		30b	\$ 68,208
		30c	\$ 68,510
		31a	\$ 68,812
		31b	\$ 69,115
		31c	\$ 69,417
		32a	\$ 69,719
		32b	\$ 70,021
		32c	\$ 70,324
		33a	\$ 70,626
		33b	\$ 70,928
		33c	\$ 71,230
		34a	\$ 71,533
		34b	\$ 71,835
		34c	\$ 72,137
		35a	\$ 72,439
		35b	\$ 72,742
		35c	\$ 73,044
		36a	\$ 73,346
		36b	\$ 73,648
		36c	\$ 73,951
		37a	\$ 74,253
		37b	\$ 74,555
		37c	\$ 74,857
		38a	\$ 75,160

Grandfathered Schedule 2016-2017					
Doctorate					
GAA2					
10-Month					
1a	\$	44,028	13c	\$	55,513
1b	\$	44,330	14a	\$	55,816
1c	\$	44,632	14b	\$	56,118
2a	\$	44,935	14c	\$	56,420
2b	\$	45,237	15a	\$	56,722
2c	\$	45,539	15b	\$	57,025
3a	\$	45,841	15c	\$	57,327
3b	\$	46,144	16a	\$	57,629
3c	\$	46,446	16b	\$	57,931
4a	\$	46,748	16c	\$	58,234
4b	\$	47,050	17a	\$	58,536
4c	\$	47,353	17b	\$	58,838
5a	\$	47,655	17c	\$	59,140
5b	\$	47,957	18a	\$	59,443
5c	\$	48,259	18b	\$	59,745
6a	\$	48,562	18c	\$	60,047
6b	\$	48,864	19a	\$	60,349
6c	\$	49,166	19b	\$	60,652
7a	\$	49,468	19c	\$	60,954
7b	\$	49,771	20a	\$	61,256
7c	\$	50,073	20b	\$	61,558
8a	\$	50,375	20c	\$	61,861
8b	\$	50,677	21a	\$	62,163
8c	\$	50,980	21b	\$	62,465
9a	\$	51,282	21c	\$	62,767
9b	\$	51,584	22a	\$	63,070
9c	\$	51,886	22b	\$	63,372
10a	\$	52,189	22c	\$	63,674
10b	\$	52,491	23a	\$	63,976
10c	\$	52,793	23b	\$	64,279
11a	\$	53,095	23c	\$	64,581
11b	\$	53,398	24a	\$	64,883
11c	\$	53,700	24b	\$	65,185
12a	\$	54,002	24c	\$	65,488
12b	\$	54,304	25a	\$	65,790
12c	\$	54,607	25b	\$	66,092
13a	\$	54,909	25c	\$	66,394
13b	\$	55,211	26a	\$	66,697
				39a	\$ 78,484
				39b	\$ 78,787

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
				33a	\$ 71,230
				33b	\$ 71,533

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
				38b	\$ 76,973

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
				41a	\$ 82,111

Grandfathered Schedule 2016-2017
Doctorate
GXA2
11-Month

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

12c	\$ 59,443	26c	\$ 72,137	40c	\$ 84,832
13a	\$ 59,745	27a	\$ 72,439	41a	\$ 85,134
13b	\$ 60,047	27b	\$ 72,742	41b	\$ 85,436
13c	\$ 60,349	27c	\$ 73,044	41c	\$ 85,738
14a	\$ 60,652	28a	\$ 73,346	42a	\$ 86,041
14b	\$ 60,954	28b	\$ 73,648	42b	\$ 86,343
14c	\$ 61,256	28c	\$ 73,951	42c	\$ 86,645
				43a	\$ 86,947
				43b	\$ 87,250

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

Performance Schedule 2016-2017 Master's Degree PAC2 10-Month								
1a	\$	39,194	12a	\$	49,168	23a	\$	59,142
1b	\$	39,496	12b	\$	49,470	23b	\$	59,445
1c	\$	39,798	12c	\$	49,773	23c	\$	59,747
2a	\$	40,101	13a	\$	50,075	24a	\$	60,049
2b	\$	40,403	13b	\$	50,377	24b	\$	60,351
2c	\$	40,705	13c	\$	50,679	24c	\$	60,654
3a	\$	41,007	14a	\$	50,982	25a	\$	60,956
3b	\$	41,310	14b	\$	51,284	25b	\$	61,258
3c	\$	41,612	14c	\$	51,586	25c	\$	61,560
4a	\$	41,914	15a	\$	51,888	26a	\$	61,863
4b	\$	42,216	15b	\$	52,191	26b	\$	62,165
4c	\$	42,519	15c	\$	52,493	26c	\$	62,467
5a	\$	42,821	16a	\$	52,795	27a	\$	62,769
5b	\$	43,123	16b	\$	53,097	27b	\$	63,072
5c	\$	43,425	16c	\$	53,400	27c	\$	63,374
6a	\$	43,728	17a	\$	53,702	28a	\$	63,676
6b	\$	44,030	17b	\$	54,004	28b	\$	63,978
6c	\$	44,332	17c	\$	54,306	28c	\$	64,281
7a	\$	44,634	18a	\$	54,609	29a	\$	64,583
7b	\$	44,937	18b	\$	54,911	29b	\$	64,885
7c	\$	45,239	18c	\$	55,213	29c	\$	65,187
8a	\$	45,541	19a	\$	55,515	30a	\$	65,490
8b	\$	45,843	19b	\$	55,818	30b	\$	65,792
8c	\$	46,146	19c	\$	56,120	30c	\$	66,094
9a	\$	46,448	20a	\$	56,422	31a	\$	66,396
9b	\$	46,750	20b	\$	56,724	31b	\$	66,699
9c	\$	47,052	20c	\$	57,027	31c	\$	67,001
10a	\$	47,355	21a	\$	57,329	32a	\$	67,303
10b	\$	47,657	21b	\$	57,631	32b	\$	67,605
10c	\$	47,959	21c	\$	57,933	32c	\$	67,908
11a	\$	48,261	22a	\$	58,236	33a	\$	68,210
11b	\$	48,564	22b	\$	58,538	33b	\$	68,512
11c	\$	48,866	22c	\$	58,840	33c	\$	68,814

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

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

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

12c	\$ 52,191	24c	\$ 63,072	36c	\$ 73,953
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

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

12c	\$	54,609	25a	\$	65,792	37b	\$	76,975
13a	\$	54,911	25b	\$	66,094	37c	\$	77,277

Performance Schedule 2016-2017 Bachelor's Degree PXD2 11-Month		
1a	\$ 42,216	11b \$ 51,586
1b	\$ 42,519	11c \$ 51,888
1c	\$ 42,821	12a \$ 52,191
2a	\$ 43,123	12b \$ 52,493
2b	\$ 43,425	12c \$ 52,795
2c	\$ 43,728	13a \$ 53,097
3a	\$ 44,030	13b \$ 53,400
3b	\$ 44,332	13c \$ 53,702
3c	\$ 44,634	14a \$ 54,004
4a	\$ 44,937	14b \$ 54,306
4b	\$ 45,239	14c \$ 54,609
4c	\$ 45,541	15a \$ 54,911
5a	\$ 45,843	15b \$ 55,213
5b	\$ 46,146	15c \$ 55,515
5c	\$ 46,448	16a \$ 55,818
6a	\$ 46,750	16b \$ 56,120
6b	\$ 47,052	16c \$ 56,422
6c	\$ 47,355	17a \$ 56,724
7a	\$ 47,657	17b \$ 57,027
7b	\$ 47,959	17c \$ 57,329
7c	\$ 48,261	18a \$ 57,631
8a	\$ 48,564	18b \$ 57,933
8b	\$ 48,866	18c \$ 58,236
8c	\$ 49,168	19a \$ 58,538
9a	\$ 49,470	19b \$ 58,840
9b	\$ 49,773	19c \$ 59,142
9c	\$ 50,075	20a \$ 59,445
10a	\$ 50,377	20b \$ 59,747
10b	\$ 50,679	20c \$ 60,049
10c	\$ 50,982	21a \$ 60,351
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

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

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

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

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

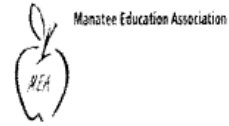
13a	\$ 56,724	26a	\$ 68,512	39a	\$ 80,300
13b	\$ 57,027	26b	\$ 68,814	39b	\$ 80,602
13c	\$ 57,329	26c	\$ 69,117	39c	\$ 80,904

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

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

12c	\$ 59,445	26b	\$ 71,837	40a	\$ 84,229
13a	\$ 59,747	26c	\$ 72,139	40b	\$ 84,531
13b	\$ 60,049	27a	\$ 72,441	40c	\$ 84,834
13c	\$ 60,351	27b	\$ 72,744	41a	\$ 85,136
14a	\$ 60,654	27c	\$ 73,046	41b	\$ 85,438
14b	\$ 60,956	28a	\$ 73,348	41c	\$ 85,740
				42a	\$ 85,740



**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.

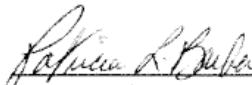
After the applicant has been officially approved to fill the position, other applicants will be promptly notified of the decision.

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
President

Date


Cynthia Saunders
Deputy Superintendent - Instruction

Date



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

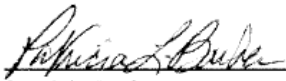
During the 2016-2017 school year the School Board of Manatee County and the Manatee Education Association enter into this Memorandum of Understanding in lieu of contract language contained in Article XIII, Section 2.

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.

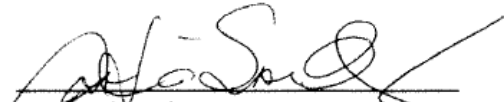
Effective August 4, 2016, teachers with perfect attendance (no personal charged to sick or sick leave days used) will have 100% of those days earned during the 2016-2017 school year credited for payout at time of retirement. This exception to the current language expires, June 30, 2017, but may be renewed by the consent of both parties.

Manatee Education Association

School District of Manatee County


Patricia Barber
President

10/10/16
Date


Cynthia Saunders
Deputy Superintendent - Instruction

Date



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.

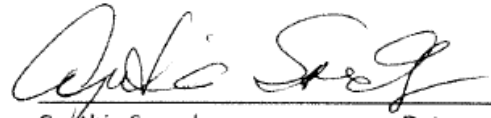
Manatee Education Foundation

School District of Manatee County

 10/19/16

Patricia Barber
President

Date



Cynthia Saunders
Deputy Superintendent - Instruction

Date

Note: The purpose of the amendment is due to making up student hours due to Hurricane Hermine.