

The Following Items
Were Presented by
Management as
Proposals on October
19, 2017.

There have been no
agreements reached on
these items.

Proposed Memorandum of Agreement

Between

The School District of Manatee County

And

The Manatee Education Association

TEACHER PAYDAY 2018-19

October 16, 2017

This Memorandum of Agreement (AGREEMENT) is made and entered into by the School District of Manatee County, Florida (MCSD) and the Manatee Education Association (MEA), collectively as the parties (PARTIES) to a Collective Bargaining Agreement (CBA) in advance of the 2018-19 implementation of new technology impacting the payroll process for Teachers employed by MCSD and represented by MEA. The PARTIES agree to the following modifications of the CBA provisions within Article XII, Section 6, Subdivision 6 Teacher Payday. It is the intent of this AGREEMENT to enable an efficient implementation of the software and procedures for timely salary payments.

Article XII – COMPENSATION AND HEALTH INSURANCE

Section: 6 – Codification of Salary Guidelines and Fringe Benefits

Subdivision 6 – Teacher Payday

Semi-Monthly Pay: Salary shall be divided by 24 equal pays issued on the 10th and 25th of the month with these exceptions: guidelines:

a. If a pay date falls on a non-work day or holiday, teachers shall receive their paychecks on the last workday-weekday prior to the payday, even if it is a non-work day.

b. Teachers shall choose between two payment options as described below. Selection of the pay option will be in the spring of the preceding school year or upon hire, whichever is earlier, and cannot be changed for that school year.

Option 1: ~~Teachers have the option of~~ receive 24 equal payments over a 12 month period. Selection of this pay option will be in the spring of the preceding school year and cannot be changed for that school year.

Option 2: Teachers receive 20 or 21 payments, over a 10 or 10 ½ month period respectively, depending on the dates of the contract year.

If the first work day occurs between 8/1 and 8/15, and if the last day of the contract period occurs on or before May 31st:

10/19/17
2:33 pm

Teachers shall receive ~~20 paychecks~~ ~~one check equivalent to four~~ ~~five~~ pays on the 10th of May ~~10th of June~~. Their final paycheck will be paid on the 25th ~~10th~~ of June. **Should June 10th fall on a non-work day or holiday, teachers shall receive their paychecks on the last weekday prior to the June 10th payday.**

If the first work day occurs between 8/1 and 8/15, and if the last day of the contract period occurs on or after June 1st:

Teachers shall receive 21 paychecks. ~~Employees shall receive one check equivalent to four regular pay checks on the 25th of June.~~ Their final paycheck will be paid on the 25th of June. **Should June 25th fall on a non-work day or holiday, employee shall receive their paychecks on the last weekday prior to the June 25th payday. Employee's December 25th check will be deposited into employees' bank account on the last workday ~~weekday~~ prior to the holiday for the District office, even if it is a non-work day.**

If the first work day occurs either before 8/1 or after 8/15, the number of checks (20 or 21) and the dates of the first and last check will shift to align with the contract year.

c. Teacher's December 25th check will be deposited into employees' bank account on the last ~~workday~~ **weekday** prior to the holiday for the District Office, **even if it is a non-work day.**

~~d. Beginning in 2010-2011, employees will be paid as described in "b" above, or Teachers have the option of 24 equal payments over a 12-month period. Selection of this pay option will be in the spring of the preceding school year and cannot be changed for that school year.~~

~~de. The first paycheck of the school year will occur on August 25, except in years when the tenth day of work for teachers is after August 25, then the first paycheck will be on the tenth day of work. Thereafter, paychecks would occur on the 10th and 25th of each month to equal 24 pay dates.~~

The first paycheck of the school year will be issued on the scheduled semi-monthly pay date in accordance with the Pay Periods and Pay Dates published annual by the District. Pay on the 10th of each month includes work days from the 16th through the end of the month for the prior month, and pay on the 25th includes work days from the 1st through the 15th of the month of the current month.

ef. The parties shall meet no later than ~~November 30, 2017~~ February 1, 2018 to establish mutually agreeable procedures to ensure that payroll discrepancies that may occur within the new payroll system are timely addressed.

All other language of the CBA between the PARTIES not specifically addressed within this AGREEMENT shall remain in full force and effect unless mutually agreed to and ratified by the PARTIES.

Manatee Education Association

School Board of Manatee County, Florida

By: _____

By: _____

Date: _____

Date: _____

Management Proposal

District edits included 10/19/17 V4

Proposed Memorandum of Agreement

Between

The School District of Manatee County

And

The Manatee Education Association

EMPLOYEE PAYDAY 2018-19

October 16, 2017

This Memorandum of Agreement (AGREEMENT) is made and entered into by the School District of Manatee County, Florida (MCSD) and the Manatee Education Association (MEA), collectively as the parties (PARTIES) to a Collective Bargaining Agreement (CBA) in advance of the 2018-19 implementation of new technology impacting the payroll process for Paraprofessionals employed by MCSD and represented by MEA. The PARTIES agree to the following modifications of the CBA provisions within Article XI, Section 8, Employee Payday. It is the intent of this AGREEMENT to enable an efficient implementation of the software and procedures for timely salary payments.

Article XI – COMPENSATION AND HEALTH INSURANCE

Section: 8 – Employee Payday

Semi-Monthly Pay: Salary shall be divided by 24 equal pays issued on the 10th and 25th of the month with these exceptions:

1. If a pay date falls on a non-work day **or holiday**, paraprofessionals shall receive their paychecks on the last **weekday** prior to the payday, **even if it is a non-work day**.
2. Paras shall choose between two payment options as described below. Selection of the pay option will be in the spring of the preceding school year or upon hire, whichever is earlier, and cannot be changed for that school year.

Option 1: Para's receive 24 equal payments over a 12 month period.

Option 2: Para's receive 20 or 21 payments, over a 10 or 10 ½ month period respectively, depending on the dates of the contract year.

If the first work day occurs between 8/1 and 8/15, and if ~~if~~ the last day of the contract period occurs on or before May 31st:

Employees shall receive ~~one check equivalent to four~~ **five** regular pay checks on the 10th of ~~May 10th of June~~ **20** paychecks. Their final paycheck will be paid on the 25th **10th** of June. **Should June 25th 10th fall on a non-work day or holiday, employee shall receive their paychecks on the last weekday prior to the June 25th 10th payday.**

10/19/17

2:33 pm

~~1. Employee's December 25th check will be deposited into employees' bank account on the last workday weekday prior to the holiday for the District office, even if it is a non-work day.~~

If the first work day occurs between 8/1 and 8/15, and if the last day of the contract period occurs on or after June 1st:

Employees shall receive one check equivalent to four regular pay checks on the 25th of June 21 paychecks. Their final paycheck will be paid on the 25th of June. **Should June 25th fall on a non-work day or holiday, employee shall receive their paychecks on the last weekday prior to the June 25th payday.**

If the first work day occurs either before 8/1 or after 8/15, the number of checks (20 or 21) and the dates of the first and last check will shift to align with the contract year.

~~Employee's December 25th check will be deposited into employees' bank account on the last workday weekday prior to the holiday for the District office, even if it is a non-work day.~~

~~2.~~

3. Employee's December 25th check will be deposited into employees' bank account on the last workday weekday prior to the holiday for the District office, even if it is a non-work day.

3.4. Summer School Payday – Summer school worked in June shall be paid on July 10. Summer school worked in July shall be paid on the employees' last workday pay will follow the regular pay schedule of the 10th and 25th of the month.

~~4. Beginning in 2010-2011, Employees will be paid as described in "2" above, or have the option of 24 equal payments over a 12 month period. Selection of pay option will be in the spring of the preceding school year and cannot be changed for that school year.~~

~~5. The first paycheck of the school year will occur on August 25, except in years when the tenth day of work for teachers is after August 25, then the first paycheck will be on the tenth day of work. Thereafter, paychecks would occur on the 10th and 25th of each month to equal 24 pay dates.~~

The first paycheck of the school year will be issued on the scheduled semi-monthly pay date in accordance with the Pay Periods and Pay Dates published annually by the District. Pay on the 10th of each month includes work days from the 16th through the end of the month for the prior month, and pay on the 25th includes work days from the 1st through the 15th of the current month.

6. The parties shall meet no later than ~~November 30, 2017~~ February 1, 2018 to establish mutually agreeable procedures to ensure that payroll discrepancies that may occur within the new payroll system are timely addressed.

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Manatee Education Association

School Board of Manatee County, Florida

By: _____

By: _____

Date: _____

Date: _____

Management Proposal

Proposed Memorandum of Agreement

Between

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And

The Manatee Education Association

TEACHER PAYDAY 2018-19

October 16, 2017 (a.m.)

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Article XII – COMPENSATION AND HEALTH INSURANCE

Section: 6 – Codification of Salary Guidelines and Fringe Benefits

Subdivision 6 – Teacher Payday

Semi-Monthly Pay: Salary shall be divided by 24 equal pays issued on the 10th and 25th of the month with these exceptions: guidelines:

a. If a pay date falls on a non-work day **or holiday**, teachers shall receive their paychecks on the last ~~workday~~ weekday prior to the payday, **even if it is a non-work day.**

b. If the last day of the contract period occurs on or before May 31st:

Teachers shall receive one check equivalent to ~~four~~ **five** pays on the ~~10th of May~~ **10th of June**. Their final paycheck will be paid on the ~~25th~~ **10th** of June. **Should June 10th fall on a non-work day or holiday, teachers shall receive their paychecks on the last weekday prior to the June 10th payday.**

If the last day of the contract period occurs on or after June 1st:

Employees shall receive one check equivalent to four regular pay checks on the 25th of June. Their final paycheck will be paid on the 25th of June. **Should June 25th fall on a non-work day or holiday, employee shall receive their paychecks on the last weekday prior to the June 25th payday.** Employee's December 25th check will be deposited into employees' bank account on the last ~~workday~~ weekday prior to the holiday for the District office, **even if it is a non-work day.**

Management Proposal

Proposed Memorandum of Agreement

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EMPLOYEE PAYDAY 2018-19

October ~~16~~¹⁹, 2017 (a.m.)

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Article XI – COMPENSATION AND HEALTH INSURANCE

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Semi-Monthly Pay: Salary shall be divided by 24 equal pays issued on the 10th and 25th of the month with these exceptions:

1. If a pay date falls on a non-work day **or holiday**, paraprofessionals shall receive their paychecks on the last **weekday** prior to the payday, **even if it is a non-work day**.
2. If the last day of the contract period occurs on or before May 31st:

Employees shall receive one check equivalent to ~~four~~ **five** regular pay checks on the ~~10th of May~~ **10th of June**. Their final paycheck will be paid on the 25th **10th** of June. **Should June 25th 10th fall on a non-work day or holiday, employee shall receive their paychecks on the last weekday prior to the June 25th 10th payday.** Employee's December 25th check will be deposited into employees' bank account on the last ~~work~~ **weekday** prior to the holiday for the District office, **even if it is a non-work day**.

If the last day of the contract period occurs on or after June 1st:

Employees shall receive one check equivalent to four regular pay checks on the 25th of June. Their final paycheck will be paid on the 25th of June. **Should June 25th fall on a non-work day or holiday, employee shall receive their paychecks on the last**

weekday prior to the June 25th payday. Employee's December 25th check will be deposited into employees' bank account on the last ~~workday~~ weekday prior to the holiday for the District office, even if it is a non-work day.

~~2.~~

3. Summer School Payday – Summer school ~~worked in June shall be paid on July 10.~~ Summer school worked in July shall be paid on the employees' last workday **pay will follow the regular pay schedule of the 10th and 25th of the month.**
4. ~~Beginning in 2010-2011,~~ Employees will be paid as described in "2" above, or have the option of 24 equal payments over a 12 month period. Selection of pay option will be in the spring of the preceding school year and cannot be changed for that school year.
5. The first paycheck of the school year will occur on ~~August 25, except in years when the tenth day of work for teachers is after August 25, then the first paycheck will be on the tenth day of work.~~ Thereafter, paychecks would occur on the 10th and 25th of each month to equal 24 pay dates.
The first paycheck of the school year will be issued on the scheduled semi-monthly pay date in accordance with the Pay Periods and Pay Dates published annually by the District. Pay on the 10th of each month includes work days from the 16th through the end of the month for the prior month, and pay on the 25th includes work days from the 1st through the 15th of the current month.
6. **The parties shall meet no later than November 30, 2017 to establish mutually agreeable procedures to ensure that payroll discrepancies that may occur within the new payroll system are timely addressed.**

All other language of the CBA between the PARTIES not specifically addressed within this AGREEMENT shall remain in full force and effect unless mutually agreed to and ratified by the PARTIES.

Manatee Education Association

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