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ARTICLE IV ASSOCIATION RIGHTS

Section 5 - Request for Dues Deduction

Teachers shall have the right to request and be allowed dues deduction provided that dues deduction and the proceeds thereof shall not be allowed any teacher association that has lost its right to dues deduction pursuant to 447.507(4) of Florida Statutes.

Upon receipt of a properly executed authorization card of the teacher involved ~~and a certified listing of the names and monthly amounts to be deducted by the school center from the Association on or before August 31,~~ the school district shall deduct from the teacher's paycheck beginning September 10th, **no later than the second pay period from the date notice of deduction is received by the Human Resource Department,** the dues that the teacher has agreed to pay to the teacher association as certified by the Association. These deductions shall remain in effect while the employee remains employed by the School Board or until the employee revokes said deductions upon 30 day written notice to both the school district payroll office and the Association.

Deductions shall be made over ~~10~~ **20** equal pay periods and made available at the School Board offices or placed in the US mail monthly to the Teachers Association on or before the first workday of the following month unless unforeseen circumstances cause a delay.

Any teacher who requested dues deducted who leaves the employment of the school district shall not be required to pay any further dues to the Association. Any dispute as to the amount of dues deducted shall be solely between the Association and the teacher involved and the Association shall hold the School Board harmless from any liability arising from the deductions of any dues certified by the Association. Dues deduction shall remain in effect until deductions are terminated by the teacher.

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Section 6 - Uniform Assessment

Teachers shall have the right to request and be allowed a uniform assessment. This assessment shall appear in the second dues deduction window and shall be deducted annually from the ~~July~~ **June 25th** paycheck. For purposes of clarity, the word "uniform" shall refer to the amount deducted, date deducted, and the deduction form. ~~Payment to the Association shall be made at the same time as dues deduction for the July checks.~~

Manatee Education Association

By: _____
Date: _____

School Board of Manatee County, Florida

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ARTICLE V WORKING CONDITIONS

Section 8 - Notification of Assignment

Prior to making teacher assignments for the following year, the principal shall request preferences for assignments from teachers. Teachers will be notified of their teaching assignment for the following year by June 1 two weeks before the last calendar work day of the teacher's contract year. If scheduling problems necessitate a change in this teaching assignment, the teacher shall be notified of the change at the earliest possible date.

Manatee Education Association

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ARTICLE V WORKING CONDITIONS

Section 16 - Procedures for Teachers not Re-nominated

Teachers reappointed for the ensuing school year shall be notified of the reappointment on or before ~~June 1~~ **six weeks before the last calendar work day**. Teachers not reappointed for the ensuing school year shall be notified, in writing, on or before ~~June 1~~ **six weeks before the last calendar work day**.

Manatee Education Association

School Board of Manatee County, Florida

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ARTICLE V WORKING CONDITIONS

Section 31 - Contract for Guidance Counselors

Secondary Guidance Counselors may work an additional 45 hours per year. The extended time will be scheduled by the school principal. Each secondary school shall receive an additional 15 hours per counselor to be scheduled by the Principal based on the needs of the school. The basic teacher's salary schedule including degree supplements shall be used to determine their hourly rates.

Manatee Education Association

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School Board of Manatee County, Florida

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ARTICLE IX PAID LEAVES AND MILITARY LEAVE

Section 2 - Sick Leave Statement

Consistent with past practice, employees shall have access to their leave balances through the employee self-service portal in the electronic payroll system for each payroll cycle. The self-service portal will be available at all times and will be current as of the most recent pay period. ~~a sick leave balance on each paycheck.~~

~~Beginning July 1, 2011,~~ Each employee shall annually ~~receive,~~ or have electronic access to a report of all unused leave accumulated prior to July 1, 2011 and all unused accumulated leave for each year of employment following July 1, 2011 along with the rate of pay for each unused accumulated leave day. In addition, the report shall include an accounting of days used including whether the day was taken from the unused days accumulated prior to July 1, 2011 or taken from a specified year after July 1, 2011. For days used after July 1, 2011 the accounting for days used shall include the rate of pay for that day used. This annual report shall be provided in ~~hard copy~~ or electronic version to the employee on or before May 1st.

Manatee Education Association

School Board of Manatee County, Florida

By: _____

By: _____

MEA PROPOSAL/COUNTERPROPOSAL
SEPTEMBER 27, 2017

31 Date: _____

Date: _____

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ARTICLE X UNPAID LEAVES

Section 2 - Insurance Coverage

Any teacher granted a leave of absence as provided in this Article shall be given the opportunity, if the carrier permits, to continue insurance coverage in existing school programs during the leave, provided that the full premiums for such insurance programs shall be paid by the teacher on a monthly basis in advance of the month due. It is the teacher's responsibility to handle all arrangements with the payroll **benefits** office.

In the event a teacher fails to make full premium payments, such coverage will be canceled at the end of the last month for which full payment was received. Costs of any services received subsequent to the cancelation date will be fully born by the teacher. The teacher will become eligible for COBRA at the time school insurance coverage ends. Upon return to the District from such leave, the teacher will be eligible to participate in District insurance programs effective the first of the month following the month in which they return from leave.

Manatee Education Association

School Board of Manatee County, Florida

By: _____

By: _____

Date: _____

Date: _____

MEA PROPOSAL/COUNTERPROPOSAL
SEPTEMBER 27, 2017

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ARTICLE XII COMPENSATION AND HEALTH INSURANCE

Section 2 – Differential Pay Salary Schedule ~~Supplemental Salary Schedule~~

The Differential Pay Salary Schedule including supplemental positions ~~salary schedule~~ shall be as set forth in Appendix "B". All positions listed in the Differential Pay Salary Schedule as supplemental positions shall be paid.

Manatee Education Association

School Board of Manatee County, Florida

By: _____

By: _____

Date: _____

Date: _____

1 **ARTICLE XII SALARY AND HEALTH INSURANCE**

2 **Section 3 - Commitment of the Parties**

3
4 The Manatee Education Association agrees to work with the Manatee County School Board to
5 ensure the continued actuarial viability and stability of the insurance fund by negotiating any
6 necessary plan and rate changes.

7
8 The Manatee County School Board will provide the cost of the health insurance plan as defined
9 by the provisions of Appendix E.

10
11 Any change in health insurance benefits and/or premiums will be negotiated between the Board
12 and the Association before the Board takes action on any change.

13
14 Any change in the cafeteria plan **voluntary benefits offered to employees** shall be negotiated
15 between the Board and the Association. This does not give the MEA the right to negotiate the
16 specific plan administrator.

17
18 **Section 4 - Health Insurance Committee**

19
20 The parties agree to a Health Insurance Committee, involving representatives appointed by the
21 bargaining agents of employee groups and those designated by the Superintendent for the
22 purpose of continuing to explore ways of containing the cost of health insurance. The committee
23 shall not exceed 16 members, eight of whom will be appointed by the Superintendent, including
24 the chair, and eight members appointed by the District's unions. The Health Insurance
25 Committee (HIC) shall have the authority to make recommendations to the negotiating team
26 regarding health insurance issues and propose language. The health insurance committee shall
27 recommend changes to the health plan to include wellness, an Employee Assistance Program
28 **and other voluntary benefits offered to employees**, ~~physical examinations and yearly~~
29 ~~gynecological checkups including appropriate tests such as PSA's, Pap smears, and an Employee~~
30 ~~Assistance Program~~, at no or reasonable costs to employees.

31
32 A RFP (Request for Proposals) may be developed by the Insurance Committee to be issued in the
33 early spring of any given year with the intent to permit a change in insurance carriers during the
34 ensuing school year, if such a change is beneficial to the Board and its employees.

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37 Manatee Education Association School Board of Manatee County, Florida

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ARTICLE XII SALARY AND HEALTH INSURANCE

Section 5 - Plan Design

A summary of the health insurance plan designs and their associated premiums for the ~~2016~~
2017 – 2018 plan years are located in Appendix E.

~~The parties agree that the School Board will contribute \$5,964,820 million to the Health
Insurance Fund Reserve in the 2014/2015 fiscal year.~~

2015-2016
DELETE THE FOLLOWING BOX

MEA Teacher Contract

Insurance

The parties agree that for the 2015-2016 school year that the Board will contribute an additional 4.9 million to the Health Insurance Fund to ensure the fund is financially sound and to prevent premium increases to District employees. Both parties agree to work through the Insurance Committee to evaluate all options for containing insurance costs including, but not limited to: converting to a fully insured plan, changing to a defined contribution and or alternative contribution strategy, benefit changes and /or alternatives, and rebidding during the 2015-2016 school year, and to provide to the Negotiating teams and the Superintendent recommendations that make the plan self-sustaining.

Rapuan L. Fisher
10-22-15

B. Vogel
10/23/15

2. Terminally Ill Employees - Any employee who has credit for a minimum of 2 years of service with the School Board, who, at the time of the leave, is covered under the Board health insurance plan and who is terminally ill or has a family member who is terminally ill shall have the School Board portion of his or her insurance premium paid by the Board for up to 12 months from the date that the individual begins his or her unpaid sick leave.

Any documentation of terminal illness shall remain confidential and not be placed in the personnel file of the employee.

3. Full Year Coverage - Teachers who complete their contract year and have paid for a full year's health insurance coverage shall receive a full year's health insurance coverage.

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ARTICLE XII SALARY AND HEALTH INSURANCE

Section 6 - Codification of Salary Guidelines and Fringe Benefits

Subdivision 5. Fringe Benefits:

1. Term Life Insurance Policy:—The School Board will pay the premium for a Term Life Insurance policy in an amount equal to the employee’s Annual ~~Earnings~~ **Salary including any degree supplement** for all newly-hired employees. The newly-hired employee will also have the option to purchase additional life insurance up to one, two or three time Annual ~~Earnings~~ **Salary including any degree supplement**. Additional life insurance amounts in excess of \$300,000 will require evidence of insurability and approval by the life insurance provider. Any requests for additional life insurance after the employee receives their first payroll deduction will require evidence of insurability and approval by the life insurance provider.

~~Employees hired before April 1, 2012, will have their School Board paid two times Annual Earnings life insurance benefit reduced to a School Board paid one times Annual Earnings amount. These employees shall be allowed to purchase the additional life insurance premium for the School Board reduced one times Annual Earnings benefit amount lost during a special one-time enrollment period to be held during the months of February/March 2012 without evidence of insurability.~~

~~Any requests for additional life insurance up to one, two, or three times Annual Earnings, after this special one-time enrollment period, will require evidence of insurability and approval by the life insurance provider.~~

Life insurance premiums are expressed in Appendix “F.”

Manatee Education Association

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ARTICLE XII SALARY 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, teachers **shall have access to an electronic copy of the paycheck on the last workday prior to the payday and** receive their paychecks on the last workday prior to the payday.
- b. Teachers shall receive one check equivalent to ~~four~~ **five (5)** pays on the 10th of ~~May~~ **June**. Their final paycheck will be paid on the 25th **10th** of June.
- c. Teacher's December 25th check will be deposited into employees' bank account on the last workday prior to the holiday for the District Office. **Teachers shall have access to an electronic copy of the paycheck on the last workday prior to the payday.**
- 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 the pay option will be in the spring of the preceding school year and cannot be changed for that school year.
- e. 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.

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ARTICLE XII SALARY AND HEALTH INSURANCE

Section 6 - Codification of Salary Guidelines and Fringe Benefits

Subdivision 7. Payroll Errors: Payroll errors which are not the result of teacher error shall be corrected within five (5) days of notification unless the teacher and the Board mutually agree to extend the correction period.

It is the Board's intent to extend the date for those teachers who have been inadvertently overpaid.

Manatee Education Association

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ARTICLE XVI SICK LEAVE BANK

Section 3 - Replenish Contribution

After the bank is established, all participating members shall contribute one (1) additional newly accrued day each time the bank reaches a balance of 25% of the number of participants. When it becomes necessary to replenish the bank, contributions shall be equally required of all members participating. Members participating in the sick leave bank will be notified the month before a contribution is withdrawn to replenish the bank.

Manatee Education Association

School Board of Manatee County, Florida

By: _____

By: _____

Date: _____

Date: _____