

Tentative Agreements Reached

The bargaining teams of the Manatee Education Association and the School District of Manatee County met to negotiate paraprofessional and teacher contracts on Tuesday, September 6, and Wednesday, September 7, 2023.

After negotiating for many hours, the teams were able to reach tentative agreements on the teacher and paraprofessional contracts.

The highlights are below. Salary schedules, and other details including information regarding teacher and paraprofessional voting on ratification of the tentative agreements will be coming out soon. (see attached documents)

Highlights of the Teacher Tentative Agreements are as follows:

- Cost of Living Adjustment (COLA)* of \$624 applied to every level of the salary schedules (COLA as defined by Florida Statutes 1012.22)
- Teachers on the Grandfathered schedule receive a 4 (four)-level increase; those on the Performance schedule who were rated highly effective receive a 5 (five)-level increase and effective receive 4(four)-level increase
- Longevity maintained but contract language changed to reflect retention
- Supplemental/Differential pay will increase across the board by 5% plus supplements added (all information will be included with ratification documents)
- Master's Supplement increases by \$500 to \$2,000

Highlights of the Paraprofessional Tentative Agreements are as follows:

- 1 (One) step movement on the salary schedule for eligible paraprofessionals (those who worked 99 days or more last year)
- 2% to paraprofessionals at the top of the schedule
- \$.60 per hour increase applied to each step of the salary schedule for all paraprofessionals
(Page 5)

Teachers and Paraprofessionals

The Memorandum of Understanding (MOU) regarding the referendum supplement (the millage) for the 2023-2024 school year was signed. The referendum supplement for paras will be to \$2,862 (an increase of \$504), and for teachers the referendum supplement will be \$8,362 (an increase of \$1,771). **(Page 8)**

Teacher and paraprofessionals who worked in bargaining unit positions on March 1, 2023 through September 30, 2023 will receive a \$1,000 bonus paid from the ESSR grant. **(Page 7)**

Beginning in January 2024, we will experience the first premium increase since 2016. This increase ranges from an annual total of \$96 (Bronze employee only) to \$2,472 (Gold for employee spouse and children). The premiums will be divided over 22 checks in the calendar year (details will be provided prior to ratification). An open enrollment will take place in October of 2023 prior to implementation of the premium increase. **(Page 6)**

For both contracts all current contract language including health insurance plan benefits continues until 2023-2024 negotiations.

All salary improvements are retroactive to July 1, 2023.

Next Steps

Salary schedules, and other details including information regarding teacher and paraprofessional voting on ratification of the tentative agreements will be coming out soon.

Then, the School Board will place the agreements on their agenda for ratification.

Many thanks to the MEA and District bargaining teams for their hard work in reaching these tentative agreements on behalf of teachers and paraprofessionals.

Dr. Jason Wysong, Superintendent

Pat Barber, MEA President

TR 9/7/2023
 BW Vogel 9/7/23

MEA Compensation Proposal 2023-24 September 7, 2023

Category	Performance Schedule E Increase 4 levels (51 FTE)	Performance Schedule HE Increase 5 Levels (288 FTE)	Grandfathered Schedule E/HE Increase 4 Levels (941 FTE)	COLA \$624 (FTE 2964)	Increase Masters Degree Supplement to \$2,000 (+\$500) (1,100 FTE)	Increase Supplemental / Differential Pay by 5% (1249 FTE) +New	TEACHER RETENTION (53 16+/30 25+ FTE)	PARA 1 Step-Modify Schedules (695 FTE)	PARA \$0.60 Per Hour ON SCHEDULE (695 FTE)	Cost Without Benefits	COST WITH BENEFITS (22.47%)
Teacher Performance Based Adjustments	\$ 63,648	\$ 449,280	\$ 1,174,368							\$ 1,587,296	\$ 2,066,431
Teacher Cost of Living Adjustment (COLA)				\$ 1,849,536						\$ 1,849,536	\$ 2,265,127
Degree Modifications					\$ 550,000					\$ 550,000	\$ 673,585
Supplements/Retention						\$ 211,840	\$ 219,300			\$ 431,140	\$ 528,017
TOTAL TEACHERS										\$ 4,517,972	\$ 5,533,160
PARAPROFESSIONALS								\$ 246,676	\$ 653,474	\$ 900,150	\$ 1,098,183
TOTAL PARAS										\$ 900,150	\$ 1,098,183

Bonus - The parties agreed to a one time Bonus of \$1000.00 paid for by ESSER III funds for all Teacher and Paraprofessional Bargaining Unit members.
 Note: Calculations include the additional one-quarter of a the day paid for from Referendum funds. The Referendum Supplement is separate and not included within this document.

BV 9/9/23

TRBAP 9/2/2023

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, 2022~~ **July 1, 2023** through ~~June 30, 2025~~ **June 30, 2026**.

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 parties may mutually agree to re-open any provision of the contract at any time.

For the Manatee Education Association

For the School District of Manatee County

Pat Barber, President

DATE

Jason Wysong, Superintendent

DATE

Paraprofessional Salary Schedules 2023-2024 School Year

Grade: PL1-R		Parent Liaison 1, Behavior Technician 1	
Days/Hrs:	196 Days	7.75 Hrs/Day	Hourly
Step 1	\$23,696	\$15.60	\$15.60
2	\$23,772	\$15.65	\$15.65
3	\$23,848	\$15.70	\$15.70
4	\$24,471	\$16.11	\$16.11
5	\$24,866	\$16.37	\$16.37
6	\$25,291	\$16.65	\$16.65
7	\$25,717	\$16.93	\$16.93
8	\$26,264	\$17.29	\$17.29
9	\$26,689	\$17.57	\$17.57
10	\$27,145	\$17.87	\$17.87
11	\$27,798	\$18.30	\$18.30
12	\$28,238	\$18.59	\$18.59
13	\$28,861	\$19.00	\$19.00
14	\$29,317	\$19.30	\$19.30
15	\$29,955	\$19.72	\$19.72
16	\$30,623	\$20.16	\$20.16
17	\$31,185	\$20.53	\$20.53
18	\$31,762	\$20.91	\$20.91
19	\$32,096	\$21.13	\$21.13
20	\$32,324	\$21.28	\$21.28
21	\$35,423	\$23.32	\$23.32
22	\$36,532	\$24.05	\$24.05
23	\$37,244	\$24.52	\$24.52
24	\$37,971	\$25.00	\$25.00
25	\$38,712	\$25.49	\$25.49
26	\$39,468	\$25.98	\$25.98
27	\$40,239	\$26.49	\$26.49
28	\$41,026	\$27.01	\$27.01
29	\$41,828	\$27.54	\$27.54
30	\$42,647	\$28.08	\$28.08
31	\$43,481	\$28.62	\$28.62
32	\$44,333	\$29.19	\$29.19
33	\$45,201	\$29.76	\$29.76
34	\$46,087	\$30.34	\$30.34
35	\$46,990	\$30.94	\$30.94

Grade: PL2-R		Parent Liaison 2, Behavior Technician 2	
Days/Hrs:	196 Days	7.75 Hrs/Day	Hourly
Step 1	\$29,955	\$19.72	\$19.72
2	\$30,623	\$20.16	\$20.16
3	\$31,185	\$20.53	\$20.53
4	\$31,747	\$20.90	\$20.90
5	\$32,461	\$21.37	\$21.37
6	\$33,038	\$21.75	\$21.75
7	\$33,767	\$22.23	\$22.23
8	\$34,967	\$23.02	\$23.02
9	\$35,104	\$23.11	\$23.11
10	\$35,621	\$23.45	\$23.45
11	\$36,456	\$24.00	\$24.00
12	\$37,261	\$24.53	\$24.53
13	\$38,051	\$25.05	\$25.05
14	\$38,810	\$25.55	\$25.55
15	\$39,600	\$26.07	\$26.07
16	\$40,390	\$26.59	\$26.59
17	\$41,286	\$27.18	\$27.18
18	\$42,137	\$27.74	\$27.74
19	\$42,517	\$27.99	\$27.99
20	\$42,912	\$28.25	\$28.25
21	\$46,800	\$30.81	\$30.81
22	\$47,909	\$31.54	\$31.54
23	\$48,821	\$32.14	\$32.14
24	\$49,747	\$32.75	\$32.75
25	\$50,689	\$33.37	\$33.37
26	\$51,661	\$34.01	\$34.01
27	\$52,649	\$34.66	\$34.66
28	\$53,651	\$35.32	\$35.32
29	\$54,669	\$35.99	\$35.99
30	\$55,717	\$36.68	\$36.68
31	\$56,780	\$37.38	\$37.38
32	\$57,874	\$38.10	\$38.10
33	\$58,983	\$38.83	\$38.83
34	\$60,137	\$39.59	\$39.59
35	\$61,322	\$40.37	\$40.37

Grade: PP6-R		Tchr Assistant, Library Assistant, ED, Interpreter 1 & 2, Home Schl Liaison 1 & 2	
Days/Hrs:	196 Days	7.75 Hrs/Day	Hourly
Step 1	\$25,003	\$16.46	\$16.46
2	\$25,474	\$16.77	\$16.77
3	\$25,793	\$16.98	\$16.98
4	\$26,309	\$17.32	\$17.32
5	\$26,689	\$17.57	\$17.57
6	\$27,251	\$17.94	\$17.94
7	\$27,646	\$18.20	\$18.20
8	\$28,102	\$18.50	\$18.50
9	\$28,572	\$18.81	\$18.81
10	\$29,134	\$19.18	\$19.18
11	\$29,666	\$19.53	\$19.53
12	\$30,122	\$19.83	\$19.83
13	\$30,653	\$20.18	\$20.18
14	\$31,109	\$20.48	\$20.48
15	\$31,732	\$20.89	\$20.89
16	\$32,340	\$21.29	\$21.29
17	\$32,902	\$21.66	\$21.66
18	\$33,190	\$21.85	\$21.85
19	\$33,509	\$22.06	\$22.06
20	\$33,767	\$22.23	\$22.23
21	\$35,150	\$23.14	\$23.14
22	\$37,914	\$24.96	\$24.96
23	\$39,023	\$25.69	\$25.69
24	\$39,752	\$26.17	\$26.17
25	\$40,497	\$26.66	\$26.66
26	\$41,256	\$27.16	\$27.16
27	\$42,031	\$27.67	\$27.67
28	\$42,821	\$28.19	\$28.19
29	\$43,626	\$28.72	\$28.72
30	\$44,446	\$29.26	\$29.26
31	\$45,281	\$29.81	\$29.81
32	\$46,132	\$30.37	\$30.37
33	\$47,013	\$30.95	\$30.95
34	\$47,940	\$31.56	\$31.56
35	\$48,880	\$32.18	\$32.18

Grade: TA6-R		Tchr Aide	
Days/Hrs:	195 Days	7.25 Hrs/Day	Hourly
Step 1	\$22,055	\$15.60	\$15.60
2	\$22,125	\$15.65	\$15.65
3	\$22,196	\$15.70	\$15.70
4	\$22,267	\$15.75	\$15.75
5	\$22,337	\$15.80	\$15.80
6	\$22,408	\$15.85	\$15.85
7	\$22,479	\$15.90	\$15.90
8	\$22,549	\$15.95	\$15.95
9	\$22,620	\$16.00	\$16.00
10	\$22,691	\$16.05	\$16.05
11	\$22,988	\$16.26	\$16.26
12	\$23,468	\$16.60	\$16.60
13	\$23,921	\$16.92	\$16.92
14	\$24,274	\$17.17	\$17.17
15	\$24,656	\$17.44	\$17.44
16	\$25,391	\$17.96	\$17.96
17	\$25,688	\$18.17	\$18.17
18	\$25,999	\$18.39	\$18.39
19	\$26,197	\$18.53	\$18.53
20	\$26,437	\$18.70	\$18.70
21	\$27,710	\$19.60	\$19.60
22	\$29,759	\$21.05	\$21.05
23	\$30,791	\$21.78	\$21.78
24	\$31,357	\$22.18	\$22.18
25	\$31,937	\$22.59	\$22.59
26	\$32,530	\$23.01	\$23.01
27	\$33,138	\$23.44	\$23.44
28	\$33,760	\$23.88	\$23.88
29	\$34,397	\$24.33	\$24.33
30	\$35,033	\$24.78	\$24.78
31	\$35,683	\$25.24	\$25.24
32	\$36,348	\$25.71	\$25.71
33	\$37,026	\$26.19	\$26.19
34	\$37,747	\$26.70	\$26.70
35	\$38,485	\$27.22	\$27.22

Please note that the figures herein include the 15-minute time adjustment initiated in 2018-2019, but they do not include the referendum supplement, which carries a value of \$2,862 for 2023-2024.



BV 9/7/23
 TB BOP 9/7/2023

HEALTH INSURANCE UPDATE - FOR MEA

Health Insurance - \$ Increase by Plan for CY 2024

	MEA Enrollment as of 8/1/2023	Increase per Employee Paycheck	Annual Increase 22 Paychecks	
			Employee	Board
Bronze	226 Employee Only	\$ 4.37 \$	96 \$	1,476
	14 Employee + Spouse	\$ 52.91 \$	1,164 \$	2,304
	178 Employee + Child(ren)	\$ 21.82 \$	480 \$	2,364
	87 Family	\$ 70.36 \$	1,548 \$	3,180
Total	505			
Silver	540 Employee Only	\$ 8.73 \$	192 \$	1,524
	88 Employee + Spouse	\$ 64.91 \$	1,428 \$	2,340
	286 Employee + Child(ren)	\$ 39.82 \$	876 \$	2,208
	134 Family	\$ 95.46 \$	2,100 \$	3,036
Total	1,048			
Gold	629 Employee Only	\$ 14.18 \$	312 \$	1,512
	82 Employee + Spouse	\$ 75.82 \$	1,668 \$	2,340
	185 Employee + Child(ren)	\$ 50.18 \$	1,104 \$	2,172
	107 Family	\$ 112.37 \$	2,472 \$	3,000
Total	1,003			

Referendum Revenue and Expenditure Summary

	2022-23		Paras		Instructional	
	2022-23	2023-24	2022-23	2023-24	2022-23	2023-24
Tax Base (Per Line 4 of the DR-420S)	\$59,967,982,716	\$72,173,995,678	59,967,982,716.00	72,173,995,678.00		
Millage	1.000	1.000	1.000	1.000		
Collections % for Budgeting	96.00%	96.00%	96.00%	96.00%		
Referendum Collections (PY Actual, CY Est)	\$57,569,263	\$69,287,036	\$57,569,263	\$69,287,036		
Referendum %	5.00%	5.00%	51.00%	51.00%		
Referendum Share	\$2,878,463.17	\$3,464,351.79	\$29,360,324.34	\$35,336,388.28		
PY Share of ROI	\$37,963.46		387,227.20			
Prior-year profit/(loss) to apply to CY	\$157,326.85	\$385,049.91	90,023.00	1,725,847.73		
Total Available	\$3,035,790	\$3,849,402	\$29,450,347	\$37,062,236		
Annual Fringe %	20.56%	22.47%	20.56%	22.47%		
Less Fringe	(\$517,716)	(\$706,263)	(\$5,022,388)	(\$6,799,938)		
Less Cost of Additional Daily Time	(\$678,300.80)	(\$684,103.95)	(\$5,367,122)	(\$5,476,005)		
Balance for Net Distribution	\$1,839,773	\$2,459,035	\$19,060,837	\$24,786,293		
Totals	780.00	859.00	2892	2964		
Per Employee Amounts	\$2,358.00	\$2,862.00	\$6,591.00	\$8,362.00		

[Signature]
8/16/23

Pat Barber
08/16/2023