

Tentative Agreements Reached

The bargaining teams of the Manatee Education Association and the School District of Manatee County met again to negotiate paraprofessional and teacher contracts on Wednesdays, August 21st and 28th, 2024.

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

Highlights of the Teacher Tentative Agreements are as follows:

- Equalized the rate of pay for 11-month employees when compared to 10-month employees based on days worked
- Initial steps in breaking up compression at the beginning of the Performance Pay salary schedules
- Change from level/step movement to a percentage (%) based increase depending on evaluation rating and place on the salary schedule
- Retention supplement for 16+ and 25+ years of experience maintained
- Supplemental/Differential pay will increase across the board by 4%
- Self-contained ESE teacher supplement added to the schedule
- One collaborative planning period inside of the student day per month in exchange for the same amount of planning time outside of the student day for that month and a teacher workday shortened by two hours on the mid-year inservice day

Highlights of the Paraprofessional Tentative Agreements are as follows:

- Summary of the Tentative Agreement (Page 001)
- One (1) step movement on the salary schedule for eligible paraprofessionals (those who worked 99 days or more last year) (Page 001, Page 002)
- \$0.50 per hour increase applied to each step of the salary schedule for all paraprofessionals (Page 001, Page 002)
- New separate salary schedule for aides assigned to work in self-contained ESE units (Page 001, Page 002)

Teachers and Paraprofessionals

- The Memorandum of Understanding (MOU) regarding the referendum supplement (the millage) for the 2024-2025 school year was signed. The referendum supplement for paras will be \$3598 (an increase of \$736), and for teachers the referendum supplement will be \$9537 (an increase of \$1,175). (Page 007)
- There will be a 10.9% increase in all health insurance premiums beginning in January 2025. The premiums will be divided over 22 checks in the calendar year (details will be provided prior to ratification). (Page 003)
- For both contracts, all current contract language including health insurance plan benefits continues until 2024-2025 negotiations. (Page 004)
- All salary improvements are retroactive to July 1, 2024. (Page 001, Page 004)

Next Steps

Paraprofessionals and teachers will vote on ratification of the tentative agreements beginning on Friday, September 13, 2024, at 9:00 a.m. through Wednesday, September 18, 2024, at 4:00 p.m.

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.

Hard copies of documents are available upon request.

SDMC/MEA Agreement 2024-25 as of 8/28/24

JTA BND 8/28/2024
BV 8/28/24

Category	Performance Base Compression	Perf E Increase	Perf HE Increase	Grandfathered E/HE Increase	11 Month Hourly Rate Equivalency Adjustment	School & Teacher Supplemental/ Differential pay	Teacher Retention 16 yr; 25 yr Supplement	Performance Degree Supplements 2.9%	ESE Teacher Supplement - Self Contained defined positions	ESE Aides Schedule - defined positions	Paras Increase	Paras Increase (add) to step	Cost of Increases without Benefits	Cost of Increase with Benefits		
Category	Steps 1c-10a : 1c-2c E1.00%; HE1.25%; 3a-4c E1.25%; HE1.75%; 5a-6c E1.75%; HE2.25%; 7a-8c E2.20%; HE2.75%; 9a-10a E2.9%; HE3.7% (1,648)	steps 10b & up; 2.90% (82)	steps 10b & up; 3.70% (305)	2.90% includes 2.9% on degree supplement (888)	92	4% 1,710 employees	(46) 16yr \$2,100; (37) 25yr \$3,600	735	Teachers supplement 229-\$525 each	ESE Aides 237-\$0.25 new salary schedule	One-Step (788)	Add 0.50 per step (788)				
General Fund Increases	\$ 1,631,490	\$ 149,119	\$ 560,971	\$ 1,581,561	\$ 105,337								\$ 4,028,478	\$ 4,946,165		
General Fund Supplement Increases						\$ 142,683	\$ 248,700	\$ 47,841	\$ 120,225				\$ 559,449	\$ 686,891		
TOTAL MEA TEACHER	Referendum Supplement 23-24 \$8,362 increase \$1,175 = \$9,537 for 24-25.											\$ 4,587,927	\$ 5,633,056			
TOTAL PARAPROFESSIONALS	Referendum Supplement 23-24 \$2,862 increase \$736 = \$3,598 for 24-25.											\$ 83,765	\$ 186,157	\$ 566,341	\$ 836,263	\$ 1,026,764
TOTAL INCREASE IN 2024-25 MEA SALARY COMPENSATION excludes referendum supplement increases														\$ 6,659,820		
Board Increases to Health Insurance plan - Benefit														Cost of Increases		
Board \$5M Contribution to Health Insurance Program to offset premium rate increase required for 2024-25 calendar year																
Teachers (2,254)	\$ 2,331,885															
Paraprofessionals (456)	\$ 471,757															
Board Contribution of \$5M Transfer to Health Insurance Program to offset premium rate increase required for 2024-25														\$ 2,803,642		
Board Health Insurance Premium Increase 10.9%														\$ 2,884,396		
Total Board increase for Health Insurance Program for MEA (1)														\$ 5,688,038		
Note: (1) Employee applicable Health Premium Increase of 10.9% = \$1,041,405																
INCREASE in COMPENSATION PACKAGE FOR MEA 2024-25														\$ 12,347,858		

COLLABORATIVE PLANNING LANGUAGE revisions

Retro 7/1/24 BV TR BND 8/28/2024
8/28/24

Paraprofessional Salary Schedules 2024-2025

TA BOP 8/25 pay BV 8/28/24

Grade: PL1-R		
Position: Parent Liaison 1, Behavior Technician 1		
Days/Hrs:	196 Days	7.75 Hrs/Day
Step	Annual	Hourly
1	\$24,456	\$16.10
2	\$24,532	\$16.15
3	\$24,608	\$16.20
4	\$25,231	\$16.61
5	\$25,626	\$16.87
6	\$26,051	\$17.15
7	\$26,476	\$17.43
8	\$27,023	\$17.79
9	\$27,448	\$18.07
10	\$27,904	\$18.37
11	\$28,557	\$18.80
12	\$28,998	\$19.09
13	\$29,621	\$19.50
14	\$30,076	\$19.80
15	\$30,714	\$20.22
16	\$31,383	\$20.66
17	\$31,945	\$21.03
18	\$32,522	\$21.41
19	\$32,856	\$21.63
20	\$33,084	\$21.78
21	\$36,183	\$23.82
22	\$37,291	\$24.55
23	\$38,004	\$25.02
24	\$38,731	\$25.50
25	\$39,472	\$25.99
26	\$40,228	\$26.48
27	\$40,999	\$26.99
28	\$41,785	\$27.51
29	\$42,588	\$28.04
30	\$43,406	\$28.58
31	\$44,241	\$29.12
32	\$45,092	\$29.69
33	\$45,961	\$30.26
34	\$46,846	\$30.84
35	\$47,750	\$31.44

Grade: PL2-R		
Position: Parent Liaison 2, Behavior Technician 2		
Days/Hrs:	196 Days	7.75 Hrs/Day
Step	Annual	Hourly
1	\$30,714	\$20.22
2	\$31,383	\$20.66
3	\$31,945	\$21.03
4	\$32,507	\$21.40
5	\$33,221	\$21.87
6	\$33,798	\$22.25
7	\$34,527	\$22.73
8	\$35,727	\$23.52
9	\$35,864	\$23.61
10	\$36,380	\$23.95
11	\$37,216	\$24.50
12	\$38,021	\$25.03
13	\$38,810	\$25.55
14	\$39,570	\$26.05
15	\$40,360	\$26.57
16	\$41,150	\$27.09
17	\$42,046	\$27.68
18	\$42,897	\$28.24
19	\$43,276	\$28.49
20	\$43,671	\$28.75
21	\$47,560	\$31.31
22	\$48,669	\$32.04
23	\$49,580	\$32.64
24	\$50,507	\$33.25
25	\$51,449	\$33.87
26	\$52,421	\$34.51
27	\$53,408	\$35.16
28	\$54,411	\$35.82
29	\$55,428	\$36.49
30	\$56,476	\$37.18
31	\$57,540	\$37.88
32	\$58,633	\$38.60
33	\$59,742	\$39.33
34	\$60,897	\$40.09
35	\$62,081	\$40.87

Grade: PP6-R		
Positions: Tchr Assistant, Library Assistant, ED, Interpreter 1 & 2, Home Schl Liaison 1 & 2		
Days/Hrs:	196 Days	7.75 Hrs/Day
Step	Annual	Hourly
1	\$25,762	\$16.96
2	\$26,233	\$17.27
3	\$26,552	\$17.48
4	\$27,069	\$17.82
5	\$27,448	\$18.07
6	\$28,010	\$18.44
7	\$28,405	\$18.70
8	\$28,861	\$19.00
9	\$29,332	\$19.31
10	\$29,894	\$19.68
11	\$30,426	\$20.03
12	\$30,881	\$20.33
13	\$31,413	\$20.68
14	\$31,869	\$20.98
15	\$32,491	\$21.39
16	\$33,099	\$21.79
17	\$33,661	\$22.16
18	\$33,950	\$22.35
19	\$34,269	\$22.56
20	\$34,527	\$22.73
21	\$35,909	\$23.64
22	\$38,674	\$25.46
23	\$39,783	\$26.19
24	\$40,512	\$26.67
25	\$41,256	\$27.16
26	\$42,016	\$27.66
27	\$42,790	\$28.17
28	\$43,580	\$28.69
29	\$44,385	\$29.22
30	\$45,205	\$29.76
31	\$46,041	\$30.31
32	\$46,892	\$30.87
33	\$47,773	\$31.45
34	\$48,699	\$32.06
35	\$49,640	\$32.68

Grade: TA6-R			Grade: TA6-R ESE		
Position: Tchr Aide			Position: Tchr Aide, ESE		
Days/Hrs:	195 Days	7.25 Hrs/Day	Days/Hrs:	195 Days	7.25 Hrs/Day
Step	Annual	Hourly	Step	Annual	Hourly
1	\$22,761	\$16.10	1	\$23,115	\$16.35
2	\$22,832	\$16.15	2	\$23,186	\$16.40
3	\$22,903	\$16.20	3	\$23,256	\$16.45
4	\$22,973	\$16.25	4	\$23,327	\$16.50
5	\$23,044	\$16.30	5	\$23,398	\$16.55
6	\$23,115	\$16.35	6	\$23,468	\$16.60
7	\$23,186	\$16.40	7	\$23,539	\$16.65
8	\$23,256	\$16.45	8	\$23,610	\$16.70
9	\$23,327	\$16.50	9	\$23,680	\$16.75
10	\$23,398	\$16.55	10	\$23,751	\$16.80
11	\$23,694	\$16.76	11	\$24,048	\$17.01
12	\$24,175	\$17.10	12	\$24,529	\$17.35
13	\$24,628	\$17.42	13	\$24,981	\$17.67
14	\$24,981	\$17.67	14	\$25,334	\$17.92
15	\$25,363	\$17.94	15	\$25,716	\$18.19
16	\$26,098	\$18.46	16	\$26,451	\$18.71
17	\$26,395	\$18.67	17	\$26,748	\$18.92
18	\$26,706	\$18.89	18	\$27,059	\$19.14
19	\$26,904	\$19.03	19	\$27,257	\$19.28
20	\$27,144	\$19.20	20	\$27,497	\$19.45
21	\$28,416	\$20.10	21	\$28,770	\$20.35
22	\$30,466	\$21.55	22	\$30,820	\$21.80
23	\$31,498	\$22.28	23	\$31,852	\$22.53
24	\$32,064	\$22.68	24	\$32,417	\$22.93
25	\$32,643	\$23.09	25	\$32,997	\$23.34
26	\$33,237	\$23.51	26	\$33,591	\$23.76
27	\$33,845	\$23.94	27	\$34,199	\$24.19
28	\$34,467	\$24.38	28	\$34,821	\$24.63
29	\$35,103	\$24.83	29	\$35,457	\$25.08
30	\$35,740	\$25.28	30	\$36,093	\$25.53
31	\$36,390	\$25.74	31	\$36,743	\$25.99
32	\$37,054	\$26.21	32	\$37,408	\$26.46
33	\$37,733	\$26.69	33	\$38,086	\$26.94
34	\$38,454	\$27.20	34	\$38,807	\$27.45
35	\$39,192	\$27.72	35	\$39,545	\$27.97

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 \$3,598 for 2024-2025

BV
8/28/24

TA
BAP2
8/28/2024

Health Insurance - \$ Increase by Plan for CY 2025 with 10.9% Rate Increase

MEA Enrollment as of 5/23/2024	2025 Annual Cost		Percentage Split		Increase per Employee Paycheck	Annual Increase 22 Paychecks		Premium Cost Per Paycheck	Annual Premium Cost to employee	Board Premium Cost per employee by plan
	Employee	Board	Employee	Board		Employee	Board			
	Bronze									
262 Employee Only	\$139,468	\$2,147,805	6.1%	93.9%	\$ 2.38	\$ 52	\$ 806	\$ 24.20	\$ 532.32	\$ 8,197.73
19 Employee + Spouse	\$122,886	\$242,485	33.6%	66.4%	\$ 28.89	\$ 636	\$ 1,254	\$ 293.99	\$ 6,467.69	\$ 12,762.37
187 Employee + Child(ren)	\$497,719	\$2,448,778	16.9%	83.1%	\$ 11.89	\$ 262	\$ 1,287	\$ 120.98	\$ 2,661.60	\$ 13,095.07
90 Family	\$771,332	\$1,588,177	32.7%	67.3%	\$ 38.29	\$ 842	\$ 1,734	\$ 389.56	\$ 8,570.35	\$ 17,646.41
Total	558	\$1,531,405	\$6,427,245	19.2%	80.8%					
Silver										
584 Employee Only	\$621,750	\$4,927,367	11.2%	88.8%	\$ 4.76	\$ 105	\$ 829	\$ 48.39	\$ 1,064.64	\$ 8,437.27
86 Employee + Spouse	\$679,826	\$1,117,020	37.8%	62.2%	\$ 35.32	\$ 777	\$ 1,277	\$ 359.32	\$ 7,904.95	\$ 12,988.61
287 Employee + Child(ren)	\$1,386,441	\$3,517,664	28.3%	71.7%	\$ 21.58	\$ 475	\$ 1,205	\$ 219.58	\$ 4,830.80	\$ 12,256.67
151 Family	\$1,760,329	\$2,540,018	40.9%	59.1%	\$ 52.08	\$ 1,146	\$ 1,653	\$ 529.90	\$ 11,657.81	\$ 16,821.31
Total	1,108	\$4,448,345	\$12,102,069	26.9%	73.1%					
Gold										
650 Employee Only	\$1,107,226	\$5,458,276	16.9%	83.1%	\$ 7.61	\$ 167	\$ 825	\$ 77.43	\$ 1,703.42	\$ 8,397.35
82 Employee + Spouse	\$758,423	\$1,062,883	41.6%	58.4%	\$ 41.32	\$ 909	\$ 1,274	\$ 420.41	\$ 9,249.06	\$ 12,961.99
194 Employee + Child(ren)	\$1,187,606	\$2,336,486	33.7%	66.3%	\$ 27.35	\$ 602	\$ 1,184	\$ 278.26	\$ 6,121.68	\$ 12,043.74
118 Family	\$1,614,314	\$1,959,789	45.2%	54.8%	\$ 61.12	\$ 1,345	\$ 1,632	\$ 621.85	\$ 13,680.62	\$ 16,608.38
Total	1,044	\$4,667,568	\$10,817,434	30.1%	69.9%					
2,710		\$10,647,318	\$29,346,748	26.6%	73.4%					

ARTICLE XV - DURATION AND RATIFICATION

TA
BND
8/28/2024

BV
8/28/24

Section 1 - Duration of Agreement:

This agreement shall remain in full force and effect for a period commencing July 1, 2024 through June 30, 2026. Article XI Compensation and Health Insurance will be open each school year. In addition, each party may re-open two other sections of the agreement. The parties may mutually agree to re-open any provision of the contract at any time.

Section 2 - Effect:

This agreement constitutes the full and complete agreement between the School Board and the Manatee Education Association.

Section 3 - Finality:

Any matters relating to the current contract terms whether or not referred to in this agreement shall not be open for negotiations during the duration of this agreement except as required by law or by both parties' mutual agreement.

Section 4 - Severability:

The provision 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.

MEMORANDUM OF UNDERSTANDING
BETWEEN
SCHOOL DISTRICT OF MANATEE COUNTY
AND
MANATEE EDUCATION ASSOCIATION

This Memorandum of Understanding between the School District of Manatee County (District) and the Manatee Education Association (MEA) Paraprofessional Bargaining Unit, hereby referred to as “the parties” mutually agree to the following modifications to their 2022-2025 Collective Bargaining Agreement (CBA) in Article XI, Compensation and Health Benefits, Section 8 -Employee Payday as specified in the below language.

ARTICLE XI Compensation and Health Benefits

Section 8 – Employee Payday:

Bi-weekly Pay: Salary shall be distributed to employees based on the payroll distribution selected by the employee from the below options. Selection of a pay option will be in the spring of the preceding school year and cannot be changed for that school year. All options shall be available for employees hired prior to the beginning of the work year. Payments shall be distributed on the Friday following the end of the pay period.

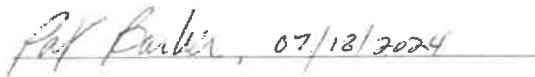
- a. Salary shall be distributed in 26 payroll distributions. The first payroll distribution ~~in the '24-'25 work year in each year shall be for the number of days worked prior to the close of the first pay period of the work year of no less than 5 days pay~~ **shall be for 5 days pay on August 9th**. The remaining 25 regular payroll distributions shall be of equal amounts based on the annual salary of the paraprofessional minus the initial payroll distribution.
- b. Salary shall be distributed in 26 payroll distributions. The first payroll distribution ~~in the '24-'25 work year each year shall be for the number of days worked prior to the close of the first pay period of the work year of no less than 5 days pay~~ **shall be for 5 days pay on August 9th**. The remaining 25 regular payroll distributions shall be of equal amounts based on the annual salary of the paraprofessional minus the initial payroll distribution. The paraprofessional shall receive the final five (5) regular payroll distributions within the first pay period in June of each year as the final payment for the work year.
- c. Salary shall be distributed in 22 payroll distributions. The first payroll distribution in ~~the '24-'25 work year each year shall be for the number of days worked prior to the close of the first pay period of the work year of no less than 5 days pay~~ **shall be for 5 days pay on August 9th**. The remaining 21 regular payroll distributions shall be of equal amounts based on the annual salary of the paraprofessional minus the initial payroll distribution.


Article XI Compensation and Health Insurance Benefits
Section 8-Employee Pay
Page 2

All other language contained within the Collective Bargaining Agreements between the parties shall remain unchanged and in full effect.

For the Manatee Education Association

For the School District of Manatee County


Pat Barber, President


Dr. Jason Wysong, Superintendent

Referendum Revenue and Expenditure Summary-MEA

	Paras	Instructional
	2024-25	2024-25
Referendum Collections (PY Actual, CY Est)	\$75,511,748	\$75,511,748
Referendum %	5.00%	51.00%
Referendum Share	\$3,775,587.41	\$38,510,991.57
Share of ROI	\$58,578.78	\$597,503.58
Prior-year profit/(loss) to apply to CY	\$487,311.84	1,842,990.02
Total Available	\$4,321,478	\$40,951,485
Annual Fringe %	22.78%	22.78%
Less Fringe	(\$801,786)	(\$7,597,938)
Less Cost of Additional Daily Time	(\$684,103.95)	(\$5,476,005)
Balance for Net Distribution	\$2,835,588	\$27,877,543
FTE	788	2923
Per Employee Amounts	\$3,598.00	\$9,537.00
Prior Year Supplement	\$2,862.00	\$8,362.00
Increase from Prior Year	\$736.00	\$1,175.00

Pat Bankie
08/12/2024

Jim
08/08/2024

Rachel Heller
8/8/24