

## 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 Monday, September 29, 2025.

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

**The highlights are below. All documents and details including information regarding teacher and paraprofessional voting on ratification of the tentative agreements will be coming out soon.**

### Highlights of the Teacher Tentative Agreements are as follows:

- Summary of the Tentative Agreement Pg. 001
- New decompressed placement schedule for teachers newly hired in 25-26 giving credit for experience up to 21 yrs Pg. 002
- End the former salary schedule for teachers Pg. 005
- 4.75% increase for all eligible teachers (those who worked 99 days or more last year) on the Performance schedule regardless of level Pg. 005
- 4.75% increase to the Performance Schedule degree supplements Pg. 005
- \$100 for teachers rated Effective and \$125 for teachers rated Highly Effective who are on the Performance Schedule as required by FL Statute Pg. 005
- 4.75% increase for all eligible teachers (those who worked 99 days or more last year) on the Grandfathered schedule regardless of level Pg. 005
- Retention supplement for 16+ and 25+ years of experience maintained Pg. 001
- Differentiated Supplement schedule increased by 4.75% Pgs. 006-008
- Supplement added for Speech Language Pathologists Pg. 008

### Highlights of the Paraprofessional Tentative Agreements are as follows:

- One (1) step movement on the salary schedule for eligible paraprofessionals (those who worked 99 days or more last year)
- \$0.60 per hour increase applied to each step of the salary schedule for all paraprofessionals

### Teachers and Paraprofessionals

- The Memorandum of Understanding (MOU) regarding the referendum supplement (the millage) for the 2025-2026 school year was signed. The referendum supplement for paras will be \$3598, and for teachers the referendum supplement will be \$9537. Pg. 010
- There will be a 4% increase in all health insurance premiums beginning in January 2026. The premiums will be divided over 22 checks in the calendar year (details will be provided prior to ratification). Pg. 009
- For both contracts, all current contract language including health insurance plan benefits continues until 2026-2027 negotiations.
- All salary improvements are retroactive to July 1, 2025.

### 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.

**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. Laurie Breslin, Superintendent**

**Pat Barber, MEA President**

SDMC Offer #7 as of 9/29/2025

Category	Decompressed Placement schedule for FY 25/26	Perf Increase	Performance Pay	Performance Degree Supplements	Retention	New Supplement	School Supplements	Para step Increase	Paras Increase to each step	Cost of Increases without Benefits	Cost of Increase with Benefits
Category	0.20% (employees hired for 25-26 SY will receive)	4.75% (2,601) excludes new hires	(\$100 E/ \$125HE)	4.75% (774)	28 at 16+ yrs \$2.1K; 40 (incl 34 stack) at 25+ yrs \$3.6K updated	SLP 40 @ \$1K	4.75%	One-Step	Add 0.60 per step		
General Fund Increases	\$ 117,279	\$ 6,735,650	\$ 237,975	\$ 86,460	\$ 202,800	\$ 40,000	\$ 180,229			\$ 7,600,393	\$ 9,324,162
TOTAL MEA TEACHER	Referendum Supplement 25-26 \$9,537										
TOTAL PARAPROFESSIONALS	Referendum Supplement 25-26 \$3,598										
TOTAL INCREASE IN 2025-26 MEA SALARY COMPENSATION excludes referendum supplement											\$ 171,645 \$ 691,795 \$ 863,440 \$ 1,059,268
										\$ 7,600,393	\$ 9,324,162
										\$ 10,383,430	

HEALTH SELF-INSURANCE PREMIUM INCREASE OF 4.0% FOR EMPLOYEES AND EMPLOYER FOR 2026 CALENDAR YEAR WITH NO PLAN CHANGES.

TA BNP 9/28/2025

TA Mahabadi 9/28/25

**2025 -2026 PERFORMANCE HIRING SALARY SCHEDULE**

**10-Month Teacher**

Years of Experience	2024-25 Effective Performance- Salary	2025-2026 Hiring Schedule Bachelor Degree
1	\$49,702	\$49,702
2	\$49,702	\$49,801
3	\$49,702	\$49,901
4	\$49,702	\$50,001
5	\$49,825	\$50,101
6	\$49,825	\$50,201
7	\$49,825	\$50,301
8	\$49,825	\$50,402
9	\$49,825	\$50,503
10	\$49,825	\$50,604
11	\$50,071	\$50,705
12	\$50,071	\$50,806
13	\$50,071	\$50,908
14	\$50,071	\$51,010
15	\$50,071	\$51,112
16	\$50,071	\$51,214
17	\$50,293	\$51,316
18	\$50,293	\$51,419
19	\$50,293	\$51,522
20	\$50,293	\$51,625
21	\$50,293	\$51,728

**11-Month Teacher**

Years of Experience	2024-25 Effective Performance- Salary	2025-2026 Hiring Schedule Bachelor Degree
1	\$54,774	\$54,774
2	\$54,774	\$54,884
3	\$54,774	\$54,994
4	\$54,774	\$55,104
5	\$54,909	\$55,214
6	\$54,909	\$55,324
7	\$54,909	\$55,435
8	\$54,909	\$55,546
9	\$54,909	\$55,657
10	\$54,909	\$55,768
11	\$55,180	\$55,880
12	\$55,180	\$55,992
13	\$55,180	\$56,104
14	\$55,180	\$56,216
15	\$55,180	\$56,328
16	\$55,180	\$56,441
17	\$55,425	\$56,554
18	\$55,425	\$56,667
19	\$55,425	\$56,780
20	\$55,425	\$56,894
21	\$55,425	\$57,008

Degree Supplements	2024-25	2025-2026
Masters	\$2,058	\$2,156
Specialist	\$3,536	\$3,704
Doctorate	\$6,106	\$6,396

Degree Supplements	2024-25	2025-2026
Masters	\$2,268	\$2,376
Specialist	\$3,857	\$4,040
Doctorate	\$7,071	\$7,407

\*The amounts herein include the 15-minute time adjustment initiated on 2018-2019.

\*The amounts herein do not include \$9,537 in referendum supplement dollars effective 7/1/2025 to 6/30/2026.

\*The Performance Hiring Schedule is effective for newly hired teachers beginning 7/1/2025.

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## ARTICLE XII - COMPENSATION AND HEALTH INSURANCE

### Section 1 - Salary

The 2025-2026 Hiring Salary Schedule shall be as set forth in Appendix "A".

In any year in which bargaining is concluded prior to the legislature's adoption of the state education budget, either side will have the ability to reopen bargaining if the funding for the Manatee County School District, through the FEFP appropriations, is more than +/- 2% per student different than had been anticipated in the bargaining process.

### Section 2 - Supplemental Salary Schedule

The supplemental salary schedule shall be as set forth in Appendix "B".

### Section 3 - Commitment of the Parties

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

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

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

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

### Section 4 - Health Insurance Committee

The parties agree to a Health Insurance Committee, involving representatives appointed by the bargaining agents of employee groups and those designated by the Superintendent for the purpose of continuing to explore ways of containing the cost of health insurance. The committee shall not exceed 16 members, eight of whom will be appointed by the Superintendent, including the chair, and eight members appointed by the District's unions. The Health Insurance Committee (HIC) shall have the authority to make recommendations to the negotiating team regarding health insurance issues and propose language. The health insurance committee shall recommend changes to the health plan to include wellness and an Employee Assistance Program, other voluntary benefits offered to employees at no or reasonable costs to employees.

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

### Section 5 - Plan Design

1. **Summary** - A summary of the health insurance plan designs and their associated premiums for the 2025-2026 plan year are located in Appendix E.
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.

TA Mary White 10/12/25  
TA BDP 10/3/2025

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.

Coverage for teachers who separate from the District:

- a) If a teacher finishes the contract year (May/June, depending on the last workday for the employee) and is non-renewed, resigns, or retires, benefit premiums will be collected to provide coverage through July 31.
  - b) If a teacher resigns during the contract year (prior to the last workday), benefit coverage will continue through the end of the termination month.
4. A teacher who completes the full contract year and is rehired prior to the first duty day of the next contract year will not be considered to have a break in service, therefore, all benefits will be restored, and premiums will be collected accordingly.
  5. A teacher who resigned from the district and is rehired after the first duty day is considered a new hire and benefits will not be effective until the waiting period has been met unless the employee pays the full September premium in advance.
  6. **New Teacher Coverage** - New teachers who wish to purchase health insurance so that they will have coverage from the date that they begin work until the normal effective date of coverage, may purchase such coverage at full monthly cost, including Board share of premiums, for each month or portion thereof during this interim period of time.
  7. **Benefit Premiums** - All benefit premiums will be divided equally among employee pay checks with the exception of the pay dates of August 14, 2020 and December 18, 2020. Participants will not have employee premiums deducted on the above dates.

#### Section 6 - Codification of Salary Guidelines and Fringe Benefits

**Subdivision 1. History of Placement on the Salary Schedule:** Placement on the Teachers' Salary Schedule is determined by in-county and out-of-county public school teaching experience for those teachers hired prior to July 1, 2013. When merging the AC schedule with the negotiated schedule for the 2013 -2014 salary schedule, teachers were placed on the step closest to their current salary. No teacher shall suffer a reduction in pay due to the merging of the schedules. For teachers hired beginning with the 2013 -2014 school year, credit on the salary scale will be a maximum of twelve (12) years of public school experience. As required by F.S. 1012.22 all teachers hired after July 1, 2014, will be placed on the performance salary schedule.

**Subdivision 2. Advancement on the Salary Schedule prior to 2025-2026:** If applicable, one (1) year advancement on the Salary Schedule shall be based upon ninety-nine (99) or more day's employment, including paid holidays, within the district during a school year. The method of advancement to succeeding levels after the 2010 -2011 school year shall be determined through negotiations. There shall be no presumption of status quo with respect to advancement to a different level on the salary schedule. No experience step advancement was granted for the 2011 - 12 work year.

**Subdivision 3. Advancement in Rank:** Employees shall be eligible for payment for an advanced degree (Master, Specialist or Doctorate) upon completion of the required credits as indicated on the official transcript bearing the seal of the institution. Payments shall be effective as of the date indicated on transcript. Evidence of completion must be filed with the Executive Director of Human Resources by June 1st of the fiscal year for advancement on the salary

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schedule to be effective that fiscal year. In the event the university fails to cooperate by supplying a transcript by this date, after a timely request for it is made by the teacher, the teacher may provide a letter no later than June 1st of the fiscal year stating that the advanced degree is or will be completed and proof of the degree will be forthcoming.

The teacher shall submit with this letter proof of timely request to the university. This will not entitle the teacher to payment, but will reserve payment until proof is received.

**Subdivision 4. Advanced Degrees for Teachers** hired on or after July 1, 2011: Teachers hired on or after July 1, 2011, shall be eligible for an advanced degree supplement only if an advanced degree is held in an area of the teacher's certification as reflected on the teacher's certificate. The amount of the Advanced Degree Supplements are identified in Appendix A Salary Schedule.

The District shall utilize the State Board Rules and Guidelines pertaining to certification to determine if the advanced degree is within the teacher's area of certification.

**Subdivision 5. Grandfathered Salary Schedule-** Grandfathered teachers are those teachers who hold a continuing or professional services contract (tenure). Any teacher who hold continuing or professional services contract status retains the right to remain on the Grandfathered Salary Schedule. The Grandfathered Salary Schedule will be those schedules found in the 2024-2025 Teacher Collective Bargaining Agreement and as subsequently modified herein and in the future. Any teacher may elect to move to the Performance Salary Schedule by agreeing, in writing, to permanently surrender his or her continuing or professional services contract pursuant to Chapter 1012.22, Florida Statutes. In so doing, the teacher permanently forfeits his or her right to return to the grandfathered status.

**A. 2025-2026 Grandfathered Salary Computation:**

A grandfathered teacher will receive an across-the-board increase of 4.75% to be added to the teacher's base pay. These amounts will automatically carry over into future years. The grandfathered teacher base pay includes any amounts for advanced degrees earned.

**B. 2025-2026 Performance Salary Computation:**

A performance pay teacher will receive an across-the-board increase of 4.75% to be added to the teacher's base pay plus an additional \$100 for effective teachers or an additional \$125 for highly effective rated teachers. These amounts will automatically carry over into future years. Eligible performance teachers may also receive degree supplements as listed in the Hiring Salary Schedule in Appendix A.

**C. 2025-2026 Hiring Salary Schedule**

The 2025-2026 Hiring Salary Schedule is found in Appendix A. For teachers hired beginning with the 2025-2026 school year, credit on the salary scale will be a maximum of twenty-one (21) years of public school experience. As required by F.S. 1012.22 all teachers hired after July 1, 2014, will be placed on the performance salary schedule. Future salary enhancements beyond 2025-2026 shall be determined through negotiations. Teachers hired on or after July 1, 2011, shall be eligible for an advanced degree supplement only if an advanced degree is held in an area of the teacher's certification as reflected on the teacher's certificate. The amounts of the Advanced Degree Supplements are identified in Appendix A, Hiring Salary Schedule.  
All remaining Subdivisions in Article XII shall be renumbered.

TA BWP 10/03/2025

**APPENDIX "B" -- Differentiated Pay Salary Schedule**

**2024-25 2025-2026 Salary Supplement Schedule for Other School Personnel**

1. Athletic Directors shall be assigned full teaching and/or administrative duties with general direction over athletic activities.
2. Personnel who coach combined boys and girls teams shall receive only one basic supplement for that sport.
3. With the exception of coaching supplements specifically designated for middle school sports, all coaching supplements are for high school sports only.
4. Supplemented coaches of the varsity sports listed below shall be paid \$20 per day for each day of practice or competition required for play-off games sanctioned by FHSAA, which are beyond district level competition. Such payments shall not exceed \$100 per week.
5. Only those varsity coaches who are supplemented to coach the following varsity sports shall be eligible for the playoff payment: football, volleyball, basketball, baseball, softball and soccer.

Supplement Description	<u>2024-2025</u>	<u>2025-2026</u>
	Plus 4%	Plus 4.75%
ATHLETIC DIRECTOR	\$6,105	\$6,395
ATHLETIC DIRECTOR, Middle School	\$1,225	\$1,283
ATHLETIC TRAINER	\$8,954	\$9,376
BASEBALL, Head Varsity	\$4,287	\$4,491
BASEBALL, First Assistant	\$3,575	\$3,745
BASEBALL, Second Assistant	\$2,504	\$2,619
BASKETBALL, Head Varsity*	\$4,694	\$4,914
BASKETBALL, Jr. Varsity*	\$3,575	\$3,745
BASKETBALL, Freshman*	\$2,504	\$2,619
BASKETBALL, Middle School	\$949	\$963
CROSS COUNTRY (Boys or Girls)	\$3,191	\$3,342
CROSS COUNTRY, Middle School	\$490	\$514
CROSS COUNTRY (Combined Team)	\$3,278	\$3,538
FOOTBALL, Head Varsity	\$5,544	\$5,775
FOOTBALL, 1st Assistant Varsity	\$4,412	\$4,621
FOOTBALL, Assistant Varsity	\$3,677	\$3,851
FOOTBALL, Head Jr. Varsity	\$3,677	\$3,851
FOOTBALL, Assistant Jr. Varsity	\$2,944	\$3,084
FOOTBALL, Head Freshman	\$2,944	\$3,084
FOOTBALL, Assistant Freshman	\$2,572	\$2,694
GOLF	\$3,246	\$3,369
LACROSSE	\$3,643	\$3,816
INTRAMURALS, Middle School	\$3,575	\$3,745
POWERLIFTING (Weightlifting)	\$3,378	\$3,538
RYTHMIC GYMNASTICS/DANCE	\$3,677	\$3,851
SOCCER Varsity	\$4,056	\$4,248
SOCCER, Jr. Varsity	\$3,340	\$3,467
SOCCER, Middle School	\$949	\$963
SOFTBALL	\$4,287	\$4,491
SOFTBALL, First Assistant	\$3,575	\$3,745
SOFTBALL, 2nd Assistant	\$2,504	\$2,619
SWIMMING, Head	\$3,340	\$3,467
SWIMMING, Assistant	\$2,572	\$2,694
TENNIS	\$3,246	\$3,369
TRACK, Varsity	\$4,056	\$4,248
TRACK, Assistant Varsity	\$3,340	\$3,467
VOLLEYBALL, Varsity	\$3,378	\$3,538
VOLLEYBALL, Jr. Varsity (15 or more matches)	\$2,504	\$2,619
VOLLEYBALL Middle School	\$949	\$963
WRESTLING, Varsity	\$3,944	\$4,128
WRESTLING, Jr. Varsity	\$3,246	\$3,369

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FLAG FOOTBALL, Asst.	\$2,501	<u>\$2,619</u>
FLAG FOOTBALL, Head	\$3,379	<u>\$3,539</u>
FLAG FOOTBALL, Middle School	\$919	<u>\$963</u>
SAND VOLLEYBALL, Varsity	\$3,379	<u>\$3,539</u>
SAND VOLLEYBALL, Asst.	\$2,501	<u>\$2,619</u>
<b>B. MUSIC - HIGH SCHOOL ONLY</b>		
INSTRUMENTAL - Band, Concert	\$1,786.51	<u>\$1,871</u>
INSTRUMENTAL - Band, Marching	\$3,930.11	<u>\$4,117</u>
INSTRUMENTAL - Band, Assistant Marching	\$1,427.24	<u>\$1,495</u>
INSTRUMENTAL - Band, Stage	\$1,786.51	<u>\$1,871</u>
<b>ENSEMBLES</b>		
ORCHESTRA, Chamber	\$1,786.51	<u>\$1,871</u>
ORCHESTRA, String	\$1,786.51	<u>\$1,871</u>
ORCHESTRA, Symphonic	\$1,786.51	<u>\$1,871</u>
<b>VOCAL MUSIC</b>		
CHOIR, Concert	\$1,786.51	<u>\$1,871</u>
CHOIR, Madrigal	\$1,786.51	<u>\$1,871</u>
CHORUS, Male	\$1,786.51	<u>\$1,871</u>
DIRECTOR, Musical	\$1,786.51	<u>\$1,871</u>
DIRECTOR, Assistant Musical	\$1,074.53	<u>\$1,126</u>
ENSEMBLES, Vocal	\$713.08	<u>\$747</u>
GLEE CLUB, Girls	\$1,786.51	<u>\$1,871</u>
OPERA WORKSHOP	\$1,427.24	<u>\$1,495</u>
C. MIDDLE SCHOOL MUSIC*	\$1,074.53	<u>\$1,126</u>
<b>D. GUIDANCE COUNSELORS</b>		
With or without full teaching duties, plus responsibility for vocational and		
10- Month - 196 Duty Days	\$3,575.21	<u>\$3,745</u>
11- Month - 216 Duty Days	\$3,931.20	<u>\$4,118</u>
<b>E. VOCATIONAL AGRICULTURE HIGH SCHOOLS</b>		
10- Month - 196 Duty Days	\$3,817.63	<u>\$3,999</u>
11- Month - 216 Duty Days	\$4,197.65	<u>\$4,397</u>
<b>MIDDLE SCHOOLS</b>		
10- Month - 196 Duty Days	\$1,908.82	<u>\$1,999</u>
11- Month - 216 Duty Days	\$2,098.82	<u>\$2,199</u>
With full-time teaching in either middle or high school or both, and the sponsorship of an FFA chapter which meets all state standards regarding home visitation, etc. supplement.		
F. DRAMA COACHES	\$3,575.21	<u>\$3,745</u>
<b>G. DEPARTMENT CHAIRPERSONS OR TEAM LEADERS</b>		
DEPARTMENT CHAIRPERSONS - 10 Month	\$2,438.44	<u>\$2,554</u>
DEPARTMENT CHAIRPERSONS - 11 Month	\$2,683.04	<u>\$2,810</u>
ESE SECONDARY CHAIRPERSON	\$4,221.67	<u>\$4,422</u>
TEAM LEADERS - 10 MONTH	\$1,427.24	<u>\$1,495</u>
TEAM LEADERS - 11 MONTH	\$1,570.30	<u>\$1,645</u>
**SECONDARY - the chairperson of a department which has five or more instructors will be entitled to supplemental pay.		
MIDDLE SCHOOL ESE department chairperson's supplements shall be ELEMENTARY SCHOOL additional Team Leaders shall be granted where The assignment of such a department chairperson and the responsibilities		
H. PEER/MENTOR TEACHERS	\$1,522.25	<u>\$1,595</u>
Elementary and middle school teachers may request a substitute teacher one		
I. MIDDLE SCHOOL YEARBOOK	\$2,067.16	<u>\$2,165</u>
J. MIDDLE SCHOOL NEWSPAPER	\$2,067.16	<u>\$2,165</u>
K. REMOTE SCHOOL SUPPLEMENT	\$1,892.44	<u>\$1,982</u>
Full-time teachers employed at Myakka School who live more than 15 miles		
L. MTI Teachers on Extended Contracts: See Article V, Section 24.		
M. Horizons Academy Teachers on Extended Contracts		
Full time teachers employed at Horizons Academy for the 2007-2008 school		
N. SUPERVISORY ACTIVITIES (High School Only Unless Designated		

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ACADEMIC COMPETITION SPONSOR	\$2,068.25	\$2,166
DIRECTOR OF ACTIVITIES	\$2,630.63	\$2,756
DOMESTIC EXCHANGE SPONSOR	\$1,427.24	\$1,495
DRILL TEAM SPONSOR	\$3,676.76	\$3,851
FORENSICS	\$2,067.16	\$2,165
JUNIOR CLASS SPONSORS (One per high school)	\$1,788.70	\$1,874
SENIOR CLASS SPONSOR (One per high school)	\$2,252.80	\$2,360
STUDENT GOVERNMENT SPONSOR	\$2,630.63	\$2,756
NATIONAL HONOR SOCIETY SPONSOR	\$1,788.70	\$1,874
NATIONAL HONOR SOCIETY SPONSOR MIDDLE	\$891.07	\$933
NATIONAL HONOR SOCIETY SPONSOR ELEM	\$445.54	\$467
CAREER TECH SERVICES ORG (CTSO) SPONSOR HS	\$546.00	\$572
CAREER TECH SERVICES ORG (CTSO) SPONSOR MID	\$546.00	\$572
CAREER TECH SERVICES ORG (CTSO) SPONSOR ELEM	\$546.00	\$572
VARSITY CHEERLEADER SPONSOR	\$5,359.54	\$5,614
ASSISTANT CHEERLEADER SPONSOR	\$3,676.76	\$3,851
YEARBOOK SPONSOR	\$2,630.63	\$2,756
SCHOOL NEWSPAPER SPONSOR	\$2,630.63	\$2,756
O. PROFESSIONAL PEER S.A.M.P. SALARY (Psychologists and Social Workers)	\$1,522.25	\$1,595
P. JROTC	\$3,930.11	\$4,117
Q. TESTING COORDINATOR	\$1,463.28	\$1,533
R. MEDIA SPECIALIST	\$2,439.53	\$2,555
S. CHILD STUDY TEAM COORDINATOR	\$2,439.53	\$2,555
T. SPEECH LANGUAGE PATHOLOGIST (SLP) CCC		\$1,000
U. EQUIPMENT MANAGER	\$3,653.83	\$3,827
V. CRITICAL SHORTAGE AREAS: The superintendent, after conferring with the MEA president, will designate critical shortage areas at Title I middle or high schools in the certification areas as defined in Florida Statute 1012.07. Such a designation will allow the district to pay a one-time hiring supplement in the amount of \$3,000.00		
W. SELF-CONTAINED CLASSROOM ESE TEACHER	\$525	\$550

TA 9/25/25 DNR  
TA- 9/25/25 Hatched

1. Health Premium Rate Increase 4.0%.

Health Insurance - \$ Increase by Plan for CY 2026 with 4.0% Rate Increase									
MEA Enrollment	2026 Annual Cost		2025 Annual Cost		Percentage Split		Increase per Employee		Annual Increase 22 Paychecks
	Employee	Board	Employee	Board	Employee	Board	Paycheck	Employee	
<b>Bronze</b>									
317 Employee Only	\$174,984	\$2,704,644	\$167,376	\$2,601,936	6.1%	93.9%	\$ 1.09	\$ 24	\$ 374
20 Employee + Spouse	\$134,400	\$2,655,680	\$129,160	\$2,555,360	33.6%	66.4%	\$ 11.45	\$ 252	\$ 516
222 Employee + Children	\$815,384	\$3,023,640	\$594,408	\$2,906,424	16.9%	83.1%	\$ 4.91	\$ 108	\$ 528
97 Family	\$863,683	\$1,780,920	\$833,096	\$1,712,244	32.7%	67.3%	\$ 15.27	\$ 336	\$ 708
656	\$1,788,456	\$7,774,884	\$1,719,240	\$7,475,964	18.7%	81.3%			
<b>Total</b>									
<b>Silver</b>									
591 Employee Only	\$659,556	\$5,384,252	\$631,188	\$4,985,676	11.3%	88.7%	\$ 2.18	\$ 48	\$ 336
72 Employee + Spouse	\$592,704	\$972,000	\$569,376	\$954,848	37.5%	62.1%	\$ 14.73	\$ 324	\$ 516
285 Employee + Children	\$1,332,420	\$3,977,160	\$1,281,540	\$3,246,780	28.3%	71.7%	\$ 8.73	\$ 192	\$ 492
113 Family	\$1,369,560	\$1,337,048	\$1,316,676	\$1,901,112	40.9%	59.1%	\$ 21.27	\$ 468	\$ 672
1,041	\$3,954,240	\$11,510,460	\$3,798,780	\$11,068,416	25.6%	74.4%			
<b>Total</b>									
<b>Gold</b>									
626 Employee Only	\$1,111,776	\$5,468,736	\$1,066,704	\$5,258,400	16.9%	83.1%	\$ 3.27	\$ 72	\$ 336
47 Employee + Spouse	\$452,338	\$633,372	\$434,844	\$609,120	41.7%	58.3%	\$ 16.91	\$ 372	\$ 516
156 Employee + Children	\$994,092	\$1,954,968	\$954,720	\$1,879,488	33.7%	66.3%	\$ 11.45	\$ 252	\$ 480
83 Family	\$1,181,256	\$1,433,244	\$1,135,440	\$1,378,464	95.2%	54.8%	\$ 23.09	\$ 552	\$ 660
912	\$3,739,392	\$9,487,720	\$3,591,768	\$9,125,472	28.3%	71.7%			
<b>Total</b>									
2,609	\$9,482,088	\$28,775,064	\$9,109,728	\$27,669,852	24.8%	75.2%			

Referendum Memorandum of Understanding for 2025-26

Referendum	Paras		Instructional	
	2024-25	2025-26	2024-25	2025-26
Referendum Collection (PY Actual, CY Est)	\$ 75,511,748	\$ 77,237,118	\$ 75,511,748	\$ 77,237,118
Tax Collector 2% Commission		\$ 1,544,742		\$ 1,544,742
Adjusted Referendum Collection	\$ 75,511,748	\$ 75,692,376	\$ 75,511,748	\$ 75,692,376
Referendum %	5%	5%	51%	51%
Referendum Share	\$ 3,775,587	\$ 3,784,619	\$ 38,510,991.57	\$ 38,603,111.58
FY 24-25 Carryforward	\$ 487,312	\$ 441,239	\$ 1,842,990.02	\$ 1,830,777.33
Share of Estimated Interest	\$ 58,578.78	\$ 38,000	\$ 597,503.58	\$ 387,600
Total Available	\$ 4,321,478	\$ 4,263,858	\$ 40,951,485.17	\$ 40,821,488.91
Annual Fringe	22.78%	22.68%	22.78%	22.68%
Less Fringe	(\$801,786)	(\$788,265)	(\$7,597,938)	(\$7,546,718)
Less Cost of Additional Time	(\$684,103.95)	(\$634,367)	(\$5,476,005)	(\$5,360,024)
Balance for Distribution	\$ 2,835,588	\$2,841,226	\$ 27,877,543	\$ 27,914,747
FTE	788	808	2923	3003
Per Employee Amounts	\$ 3,598	\$ 3,516	\$ 9,537	\$ 9,269
Increase (Decrease) from prior year		\$ (82)		\$ (268)

For the 2025-26 work year only, the School Board of Manatee County agrees to retain the prior year Per Employee Amounts as the baseline amounts to keep salaries competitive this year as described below.

	2025-26	2025-26
Referendum Pay-Using FY2024-25 Baseline Amounts	Paraprofessionals	Instructional
Referendum Supplement Per Employee	\$ 3,598.00	\$ 9,537.00
Estimated FTE	808	3003
Cost of Referendum Supplement	\$ 2,907,184.00	\$ 28,639,611.00
Cost of Additional Time	\$ 634,367.00	\$ 5,360,024.00
Cost of Fringe Benefits 22.68%	\$ 803,223.77	\$ 7,711,117.22
Total Referendum Supplement Cost With Benefits	\$ 4,344,774.77	\$ 41,710,752.22

For the School District of Manatee County

For the Manatee Education Association

*M. Alut* 8/13/25  
*TA* 8/13/2025  
*Bozop*

MEMORANDUM OF UNDERSTANDING  
Between the  
SCHOOL DISTRICT OF MANATEE COUNTY  
AND  
MANATEE EDUCATION ASSOCIATION 3821

This memorandum of Understanding between the School District of Manatee County (District) and the Manatee Education Association (MEA) Teacher Bargaining Unit, hereby referred to as “the parties” mutually agree to the following modifications to their 2024-2026 Collective Bargaining Agreement (CBA) in Article XII, Compensation and Health Benefits; Subdivision 6 – Teacher payday as specified in the below language.

**ARTICLE XII COMPENSATION AND HEALTH BENEFITS**

**Subdivision 6 - Teacher Payday:**

Bi-weekly Pay: Salary shall be distributed to employees based on the payroll distribution selected by the teacher 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 Teachers hired prior to the beginning of the work year. Payments shall be distributed on the second Friday following the end of the pay period.

- a. For the 2025-26 work year, Salary shall be distributed in 27 26 payroll distributions. The first payroll distribution in the 2025-26 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 4 the first 5 days and paid on the August 8, 2025 payroll distribution date. The remaining pay shall reflect the remaining annual teacher pay in 26 regular payroll distributions shall be of equal amounts based on the annual salary of the teacher minus the initial payroll distribution. The final payroll distribution shall occur on, or prior to, August 7, 2026. Beginning with the 2026-2027 work year, Salary shall be distributed in 26 equal payroll distributions. The first payroll distribution shall occur in the second payroll distribution date in August each year and the final payroll distribution shall occur on the first payroll distribution date in August of the following year.
- b. For the 2025-26 work year, Salary shall be distributed in 27 26 payroll distributions. The first payroll distribution in the 2025-26 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 4 the first 5 days and paid on the August 8, 2025 payroll distribution date. The first payroll distribution 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 4 days pay. The remaining 26 25 regular payroll distributions shall be of equal amounts based on the annual salary of the teacher minus the initial payroll distribution. The teacher 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. Beginning with the 2026-2027 work year, Salary shall be distributed in 26 equal payroll distributions. The initial payroll distribution of the work year shall occur in the second payroll distribution date in August of the work year. The teacher 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. For the 2025-26 work year, Salary shall be distributed in 23 22 payroll distributions. The first payroll distribution in the 2025-26 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 4 the first 5 days and paid on the August 8, 2025 payroll distribution date. The first payroll distribution 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 4 days pay. The remaining 22 24 regular payroll distributions shall be of equal amounts based on the annual salary of the teacher minus the initial payroll distribution. Beginning with the 2026-27 work year, salary shall be distributed in 22 equal payroll distributions. The initial payroll distribution of the work year shall occur in the second payroll distribution date in August of

the work year. The teacher shall receive the final payroll distribution in the first payroll distribution in June of each year as the final payment for the work year.

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

For the Manatee Education Association

Patricia Barber 07/16/2025  
Patricia Barber, President Date

For the School District of Manatee County

Kevin Chapman 7/16/25  
Kevin Chapman, Interim Superintendent Date

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