

**MEA Paraprofessional Salary Proposal
November 20, 2017**

		Move Step 00 to Step 01	PARA 2 STEPS FTE 542	PARA 4% TOP OF SCHEDULE FTE 22	\$0.15 per hour on Schedule	Para TOTAL	Total with Benefits (0.1691)
PARAPROFESSIONALS		\$ 10,637	\$ 406,300	\$ 22,045	\$ 142,746	\$ 581,728	\$ 680,098
TOTAL PARAS						\$ 581,728	

The contract shall be retroactive to July 1, 2017

For the Manatee Education Association

PNP 11/17/20

For the Manatee County School District

Hand 11-20-17

2017-2018 Hourly Schedules for Paraprofessionals, Teacher Assistants, Library Assistants, ED, Interpreter 1 & 2, Home Sch Liaison 1 & 2

Grade	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23
PP2	\$ 13.23	\$ 13.53	\$ 13.71	\$ 14.05	\$ 14.26	\$ 14.60	\$ 14.82	\$ 15.12	\$ 15.39	\$ 15.71	\$ 16.06	\$ 16.32	\$ 16.65	\$ 16.96	\$ 17.37	\$ 17.70	\$ 18.03	\$ 18.24	\$ 18.39	\$ 18.56	\$ 19.39	\$ 21.08	\$ 21.81
PP3	\$ 13.49	\$ 13.77	\$ 13.99	\$ 14.27	\$ 14.54	\$ 14.86	\$ 15.12	\$ 15.41	\$ 15.72	\$ 16.03	\$ 16.37	\$ 16.64	\$ 17.00	\$ 17.27	\$ 17.66	\$ 18.03	\$ 18.37	\$ 18.57	\$ 18.76	\$ 18.92	\$ 19.75	\$ 21.49	\$ 22.22
PP4	\$ 13.72	\$ 14.06	\$ 14.23	\$ 14.55	\$ 14.80	\$ 15.16	\$ 15.40	\$ 15.69	\$ 15.99	\$ 16.33	\$ 16.67	\$ 16.99	\$ 17.31	\$ 17.62	\$ 17.99	\$ 18.37	\$ 18.73	\$ 18.96	\$ 19.11	\$ 19.26	\$ 20.13	\$ 21.89	\$ 22.62
PP5	\$ 14.00	\$ 14.29	\$ 14.52	\$ 14.82	\$ 15.10	\$ 15.44	\$ 15.69	\$ 16.00	\$ 16.29	\$ 16.63	\$ 17.02	\$ 17.30	\$ 17.65	\$ 17.95	\$ 18.34	\$ 18.73	\$ 19.09	\$ 19.28	\$ 19.47	\$ 19.64	\$ 20.53	\$ 22.32	\$ 23.05
PP6	\$ 14.26	\$ 14.57	\$ 14.78	\$ 15.12	\$ 15.37	\$ 15.74	\$ 16.00	\$ 16.30	\$ 16.61	\$ 16.98	\$ 17.33	\$ 17.63	\$ 17.98	\$ 18.28	\$ 18.69	\$ 19.09	\$ 19.46	\$ 19.65	\$ 19.86	\$ 20.03	\$ 20.94	\$ 22.76	\$ 23.49

Beginning on 7/1/2017, newly hired paraprofessionals with no experience will be placed on level 01.

2017-2018 Hourly Schedules for Teacher Aids

Grade	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23
TA2	\$ 10.79	\$ 11.05	\$ 11.18	\$ 11.39	\$ 11.65	\$ 11.93	\$ 12.07	\$ 12.35	\$ 12.63	\$ 12.84	\$ 13.06	\$ 13.37	\$ 13.66	\$ 13.90	\$ 14.17	\$ 14.64	\$ 14.82	\$ 15.01	\$ 15.18	\$ 15.30	\$ 16.15	\$ 17.48	\$ 18.21
TA3	\$ 10.98	\$ 11.22	\$ 11.39	\$ 11.60	\$ 11.88	\$ 12.17	\$ 12.29	\$ 12.59	\$ 12.86	\$ 13.09	\$ 13.28	\$ 13.65	\$ 13.90	\$ 14.19	\$ 14.39	\$ 14.91	\$ 15.08	\$ 15.29	\$ 15.44	\$ 15.58	\$ 16.44	\$ 17.81	\$ 18.54
TA4	\$ 11.19	\$ 11.44	\$ 11.62	\$ 11.81	\$ 12.09	\$ 12.37	\$ 12.53	\$ 12.81	\$ 13.12	\$ 13.32	\$ 13.52	\$ 13.86	\$ 14.19	\$ 14.42	\$ 14.67	\$ 15.20	\$ 15.36	\$ 15.58	\$ 15.74	\$ 15.89	\$ 16.76	\$ 18.16	\$ 18.62
TA5	\$ 11.40	\$ 11.65	\$ 11.82	\$ 12.03	\$ 12.31	\$ 12.61	\$ 12.76	\$ 13.08	\$ 13.36	\$ 13.59	\$ 13.79	\$ 14.18	\$ 14.42	\$ 14.72	\$ 14.94	\$ 15.46	\$ 15.67	\$ 15.89	\$ 16.06	\$ 16.19	\$ 17.09	\$ 18.51	\$ 19.24
TA6	\$ 11.63	\$ 11.88	\$ 12.04	\$ 12.26	\$ 12.55	\$ 12.85	\$ 13.03	\$ 13.31	\$ 13.62	\$ 13.81	\$ 14.06	\$ 14.40	\$ 14.72	\$ 14.97	\$ 15.24	\$ 15.76	\$ 15.97	\$ 16.19	\$ 16.33	\$ 16.50	\$ 17.40	\$ 18.85	\$ 19.58

Beginning on 7/1/2017, newly hired paraprofessionals with no experience will be placed on level 01.

2017-2018 Hourly Schedules for Parent Liaisons

Grade	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23
PL1	\$ 13.04	\$ 13.30	\$ 13.49	\$ 13.91	\$ 14.17	\$ 14.45	\$ 14.73	\$ 15.09	\$ 15.37	\$ 15.67	\$ 16.10	\$ 16.39	\$ 16.80	\$ 17.10	\$ 17.52	\$ 17.96	\$ 18.33	\$ 18.71	\$ 18.93	\$ 19.08	\$ 21.12	\$ 21.85	\$ 21.85
PL2	\$ 17.52	\$ 17.96	\$ 18.33	\$ 18.70	\$ 19.17	\$ 19.55	\$ 20.03	\$ 20.82	\$ 20.91	\$ 21.25	\$ 21.80	\$ 22.33	\$ 22.85	\$ 23.35	\$ 23.87	\$ 24.39	\$ 24.98	\$ 25.54	\$ 25.79	\$ 26.05	\$ 28.61	\$ 29.34	\$ 29.34

Beginning on 7/1/2017, newly hired paraprofessionals with no experience will be placed on level 01.

For Barber 11-21-17
TA2 11-21-17

1 TENTATIVE AGREEMENT

2 BETWEEN

3 MANATEE COUNTY SCHOOL DISTRICT

4 AND

5 MANATEE EDUCATION ASSOCIATION

6 Paraprofessionals Contract

7 **ARTICLE IV ASSOCIATION RIGHTS**

8
9 **Section 4 - Request for Dues Deduction:** Employees shall have the right to request and be
10 allowed dues deduction provided that dues deduction and the proceeds thereof shall not be
11 allowed any teacher association that has lost its right to dues deduction pursuant to 447.507(4) of
12 Florida Statutes. Upon receipt of a properly executed authorization card of the teacher involved
13 ~~and a certified listing of the names and monthly amounts to be deducted by the school center~~
14 ~~from the Association on or before August 31,~~ the school district shall deduct from the teacher's
15 paycheck beginning September 15th, **no later than the second pay period from the date notice**
16 **of deduction is received by the Human Resource Department.** the dues that the employee has
17 agreed to pay to the employee's Association as certified by the Association. These deductions
18 shall remain in effect while the employee remains employed by the School Board or until the
19 employee revokes said deductions upon 30 day written notice to both the school district payroll
20 office and the Association.

21
22 Deductions shall be made over ~~10~~ **20** equal pay periods and made available at the School Board
23 offices or placed in the US mail monthly to the Teachers Association on or before the first
24 workday of the following month unless unforeseen circumstances cause a delay.

25
26 Any employee who requested dues deducted who leaves the employment of the school district
27 shall not be required to pay any further dues to the Association. Any dispute as to the amount of
28 dues deducted shall be solely between the Association and the teacher involved and the
29 Association shall hold the School Board harmless from any liability arising from the deductions

30 of any dues certified by the Association. Dues deduction shall remain in effect until deductions
31 are terminated by the employee.

32

33 **Section 5 - Uniform Assessment:** Employees shall have the right to request and be allowed a
34 uniform assessment. This assessment shall appear in the second dues deduction window and
35 shall be deducted annually from the ~~July~~ **June 25th** paycheck. For purposes of clarity, the word
36 "uniform" shall refer to the amount deducted, date deducted, and the deduction form. ~~Payment~~
37 ~~to the Association shall be made at the same time as dues deduction for the July checks.~~

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43 Manatee Education Association

School Board of Manatee County, Florida

44

45 By: 

By: 

46 Date: 11-21-17

Date: 11-21-17

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1 TENTATIVE AGREEMENT

2 BETWEEN

3 MANATEE COUNTY SCHOOL DISTRICT

4 AND

5 MANATEE EDUCATION ASSOCIATION

6 Paraprofessionals Contract

7 **ARTICLE VII PAID LEAVES AND MILITARY LEAVE**

8 **~~Section 12 -- Sick Leave Statement~~**

9
10 ~~Consistent with past practice, employees shall have 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.~~

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25 Manatee Education Association

School Board of Manatee County, Florida

26
27 By: *Pat Barber*

By: *[Signature]*

28 Date: 11-21-17

Date: 11.21.17

1 TENTATIVE AGREEMENT

2 BETWEEN

3 MANATEE COUNTY SCHOOL DISTRICT

4 AND

5 MANATEE EDUCATION ASSOCIATION

6 Paraprofessionals Contract

7 **ARTICLE XI SALARY AND HEALTH INSURANCE**

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

9
10 The Manatee Education Association agrees to work with the Manatee County School Board to
11 ensure the continued actuarial viability and stability of the insurance fund by negotiating any
12 necessary plan and rate changes.

13
14 The Manatee County School Board will provide the cost of the health insurance plan as defined
15 by the provisions of Appendix E.

16
17 Any change in health insurance benefits and/or premiums will be negotiated between the Board
18 and the Association before the Board takes action on any change.

19
20 Any change in the cafeteria plan voluntary benefits offered to employees shall be negotiated
21 between the Board and the Association. This does not give the MEA the right to negotiate the
22 specific plan administrator.

23
24 **Section 3 - Health Insurance Committee**

25
26 The parties agree to a Health Insurance Committee, involving representatives appointed by the
27 bargaining agents of employee groups and those designated by the Superintendent for the
28 purpose of continuing to explore ways of containing the cost of health insurance. The committee
29 shall not exceed 16 members, eight of whom will be appointed by the Superintendent, including
30 the chair, and eight members appointed by the District's unions. The Health Insurance
31 Committee (HIC) shall have the authority to make recommendations to the negotiating team
32 regarding health insurance issues and propose language. The health insurance committee shall
33 recommend changes to the health plan to include wellness, an Employee Assistance
34 Program and other voluntary benefits offered to employees, at no or reasonable costs to
35 employees.

36
37 In collaboration with the procurement department, RFP (Request for Proposals) may be
38 developed by the Insurance Committee to be issued in the early spring of any given year
39 with the intent to permit a change in insurance carriers during the ensuing school year, if
40 such a change is beneficial to the Board and its employees.
41

42

43 Manatee Education Association

School Board of Manatee County, Florida

44

45 By: Pat Barber

By: [Signature]

46 Date: 11-21-17

Date: 11.21.17

1 TENTATIVE AGREEMENT

2 BETWEEN

3 MANATEE COUNTY SCHOOL DISTRICT

4 AND

5 MANATEE EDUCATION ASSOCIATION

6 Paraprofessionals Contract

7 **ARTICLE XI SALARY AND HEALTH INSURANCE**

8 **Section 4 - Plan Design**

9
10 A summary of the health insurance plan designs and their associated premiums for the ~~2014~~
11 2017 – 2018 plan years are located in Appendix E.

12
13 Participants in the health insurance plans for 2017 will have a premium holiday for the
14 month of December 2017 as a result of a premium cycle change. Participants will not
15 have employee premiums deducted for the December 2017 paydays. The Board
16 premium will continue to be paid.

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24 Manatee Education Association

School Board of Manatee County, Florida

25
26 By: Pat Barber

By: [Signature]

27 Date: 11-21-17

Date: 11-21-17

TENTATIVE AGREEMENT

BETWEEN

MANATEE COUNTY SCHOOL DISTRICT

AND

MANATEE EDUCATION ASSOCIATION

Paraprofessionals Contract

ARTICLE IX UNPAID LEAVES

Section 3 - Insurance Coverage: Any employee 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 employee on a monthly basis in advance of the month due. It is the employee's responsibility to handle all arrangements with the payroll benefits office. ~~Employees wishing to continue VISTA coverage shall make arrangements with PESCO for payment directly to them.~~

Manatee Education Association

School Board of Manatee County, Florida

By: Paul Barber

By: [Signature]

Date: 11-21-17

Date: 11.21.17

1 TENTATIVE AGREEMENT

2 BETWEEN

3 MANATEE COUNTY SCHOOL DISTRICT

4 AND

5 MANATEE EDUCATION ASSOCIATION

6
7 **Paraprofessional Contract**

8
9 **ARTICLE XI SALARY AND HEALTH INSURANCE**

10
11 **Section 9 - Payroll Errors:** Payroll errors which are not the result of employee error shall be
12 corrected within five (5) days of notification unless the teacher and the Board mutually agree to
13 extend the correction period.

14
15 It is the Board's intent to extend the date for those employees who have been inadvertently
16 overpaid. Extensions may be for no longer than one calendar year from the time the error
17 is identified. At no time will extensions occur beyond the final employment date of the
18 employee.

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34 Manatee Education Association

School Board of Manatee County, Florida

35
36 By: Pat Barber

By: [Signature]

37 Date: 11-21-17

Date: 11-21-17

Memorandum of Agreement
Between
The School District of Manatee County
And
The Manatee Education Association

Employee Payday

November 15, 2017

This Memorandum of Agreement (AGREEMENT) is made and entered into between the School District of Manatee County (SDMC) and the Manatee Education Association (MEA), collectively as the parties (PARTIES) to a Collective Bargaining Agreement (CBA) in advance of the 2018-2019 implementation of new enterprise technology system impacting the payroll process for Teachers employed by SDMC 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 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**, teachers shall receive their paychecks on the last ~~workday~~ **weekday** prior to the payday, **even if it is a non-work day.**
2. 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, teachers shall receive their paychecks on the last weekday prior to the June 25th 10th payday. If the school year ends in June, the final paycheck will be paid on the 25th of June and will include one check equivalent to the balance of the remaining contract.**
3. 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.**
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 for the 10th and 25th of the month.**
5. ~~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 this pay option will be in the spring of the preceding school year and cannot be changed for that school year.

6. 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 and pay on the 25th includes work days from the 1st through the 15th.

The parties shall meet no later than January 30, 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

By: _____

Date: _____

Bruce W. Bond
11/20/17

School Board of Manatee County, Florida

By: _____

Date: _____

R. B. ...
11-20-17

1 TENTATIVE AGREEMENT

2 BETWEEN

3 MANATEE COUNTY SCHOOL DISTRICT

4 AND

5 MANATEE EDUCATION ASSOCIATION

6 Paraprofessional Contract

7 **ARTICLE XIII - TERMINAL PAY**

8
9 **Section 1 - Terminal Sick Leave Benefit**

- 10
- 11 1. The terminal sick leave benefit shall be provided in a manner consistent with Florida
- 12 Statutes for all paraprofessionals in the bargaining unit **as defined by Florida**
- 13 **Retirement System (FRS) rules at the time of the employee's retirement.**
- 14 2. Under the FRS defined benefit plan, normal retirement is defined as the attainment of age
- 15 62 with a minimum of six years of service or obtaining a total of 30 years of service in
- 16 the FRS regardless of age attained.
- 17 3. Under the FRS defined contribution plan, for terminal pay purposes, normal retirement is
- 18 defined as the attainment of age 55 with six years of service or obtaining of 25 years of
- 19 service in the FRS regardless of age.
- 20 4. For terminal pay purposes, early retirement is defined as retirement from the FRS any
- 21 time earlier than the time specified above, after obtaining six years of service in the FRS.
- 22 5. ~~2.~~ If a retiree who has previously received terminal pay benefits returns to active
- 23 employment, they are not eligible for additional terminal pay benefits.
- 24 6. ~~3.~~ General provisions: Only those sick days earned during employment with Manatee
- 25 County School Board shall be used to calculate terminal pay benefits.

26

27 **a. The employee's average base salary rate over the last five years of**

28 **employment with the School District of Manatee County will be used to calculate**

29 **terminal pay benefits.**

- 30
- 31 a. For teachers, the order of use for sick days shall be earliest earned will be used first
- 32 (First In First Out) except for days earned as of June 30, 2011. The days earned as of
- 33 June 30, 2011, shall be the last sick days used.
- 34 b. For teachers, the daily rate for payment of terminal pay for those days earned as of
- 35 June 30, 2011, shall be the daily rate at the time of the employees' retirement.
- 36 c. For teachers, the daily rate to be used for terminal pay purpose for those days earned
- 37 after June 30, 2011, shall be the daily rate as of June 30 for the year the days were
- 38 earned.
- 39

40 **Section 2 - Normal Retirement**

41

42 **1. Benefits Upon Normal Retirement for Sick Leave Days Earned Before July 1, 2011:**

43 Employees paid under the **employee** teacher salary schedules hired before July 1, 2011, shall

44 be eligible for terminal sick pay benefits at the time of their retirement from Manatee County

45 School Board, if they elect to take normal retirement as defined above. Benefits will be paid
46 in accordance with the following formula for days earned prior to July 1, 2011:

- 47
- 48 a. From zero (0) year to the completion of the ~~third (3) year~~ **15th year** of service in Manatee
49 County, the daily rate of pay multiplied by ~~thirty-five percent (35%)~~ **fifty percent (50%)**
50 **times** the number of days of sick leave accumulated.
 - 51 ~~b. Beginning year four (4) to the completion of year six (6), the daily rate of pay multiplied~~
52 ~~by forty percent (40%) times the number of days of sick leave accumulated.~~
 - 53 ~~c. Beginning year seven (7) to the completion of year ten (10), the daily rate of pay~~
54 ~~multiplied by forty-five percent (45%) times the number of days of sick leave~~
55 ~~accumulated.~~
 - 56 ~~d. Beginning year 11 through completion of year 15, the daily rate of pay multiplied by fifty~~
57 ~~percent (50%) times the number of days of sick leave accumulated.~~
 - 58 e. **b.** Beginning year 16 through completion of year ~~20~~ **25**, the daily rate of pay multiplied
59 by ~~sixty percent (60%)~~ **seventy-five percent (75%)** times the number of days of sick
60 leave accumulated.
 - 61 ~~f. Beginning year 21 through completion of year 25, the daily rate of pay multiplied by~~
62 ~~seventy-five percent (75%) times the number of days of sick leave accumulated.~~
 - 63 g. **c.** Beginning year 26 and thereafter, the daily rate of pay multiplied by one hundred
64 percent (100%) times the number of days of sick leave accumulated.

65

66 **2. Benefits Upon Normal Retirement for Sick Leave Days Earned on or After July 1, 2011:**

67

68 ~~Benefits payable under normal retirement for sick days accrued on or after July 1, 2011, for~~
69 ~~employees paid under the teacher salary schedules shall be paid in accordance with the following~~
70 ~~formula:~~

- 71
- 72 ~~a. From zero (0) year to the completion of the third year of service in Manatee County, the~~
73 ~~daily rate of pay multiplied by zero percent (0%) times the number of days of sick leave~~
74 ~~accumulated.~~
 - 75 ~~b. Beginning year four (4) to the completion of year six (6), the daily rate of pay multiplied~~
76 ~~by zero percent (0%) times the number of days of sick leave accumulated.~~
 - 77 ~~c. Beginning year seven (7) to the completion of year ten (10), the daily rate of pay~~
78 ~~multiplied by thirty percent (30%) times the number of days of sick leave accumulated.~~
 - 79 ~~d. Beginning year 11 through completion of year 15, the daily rate of pay multiplied by~~
80 ~~thirty-five percent (35%) times the number of days of sick leave accumulated.~~
 - 81 ~~e. Beginning year 16 through completion of year 20, the daily rate of pay multiplied by~~
82 ~~forty percent (40%) times the number of days of sick leave accumulated.~~
 - 83 ~~f. Beginning year 21 through completion of year 25, the daily rate of pay multiplied by~~
84 ~~forty-five percent (45%) times the number of days of sick leave accumulated.~~
 - 85 ~~g. Beginning year 26 and thereafter, the daily rate of pay multiplied by fifty percent (50%)~~
86 ~~times the number of days of sick leave accumulated.~~

87

88 **Section 3—Early Retirement**

89

90 **1. Benefits Upon Early Retirement for Sick Leave Days Earned Before July 1, 2011:**

92 Employees paid under the employee salary schedules shall be eligible for terminal sick pay
93 benefits at the time of their retirement from Manatee County School Board, if they elect to take
94 early retirement as defined above. Benefits will be paid in accordance with the following formula
95 for days earned prior to July 1, 2011:

- 96
97 a. ~~From zero (0) year to the completion of the third (3) year of service in Manatee County,~~
98 ~~the daily rate of pay multiplied by thirty five percent (35%) times the number of days of~~
99 ~~sick leave accumulated.~~
100 b. ~~Beginning year four (4) to the completion of year six (6), the daily rate of pay multiplied~~
101 ~~by forty percent (40%) times the number of days of sick leave accumulated.~~
102 c. ~~Beginning year seven (7) to the completion of year ten (10), the daily rate of pay~~
103 ~~multiplied by forty five percent (45%) times the number of days of sick leave~~
104 ~~accumulated.~~
105 d. ~~Beginning year eleven (11), and thereafter, the daily rate of pay multiplied by fifty~~
106 ~~percent (50%) times the number of days of sick leave accumulated.~~

107
108 **2. ~~Benefits Upon Early Retirement for Sick Leave Days Earned on or After July 1, 2011:~~**

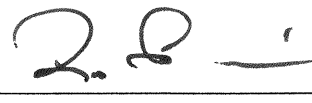
109
110 Benefits payable upon early retirement for employees paid under the teacher salary schedules
111 shall be paid in accordance with the following formula for sick leave days accrued by all teachers
112 on or after July 1, 2011:

- 113
114 a. ~~From zero (0) year to the completion of the third (3) year of service in Manatee County,~~
115 ~~the daily rate of pay multiplied by zero percent (0%) times the number of days of sick~~
116 ~~leave accumulated.~~
117 b. ~~Beginning year four (4) to completion of year six (6), the daily rate of pay multiplied by~~
118 ~~zero percent (0%) times the number of days of sick leave accumulated.~~
119 c. ~~Beginning year seven (7) to completion of year ten (10), the daily rate of pay multiplied~~
120 ~~by thirty percent (30%) times the number of days of sick leave accumulated.~~
121 d. ~~Beginning year eleven (11), and thereafter, the daily rate of pay multiplied by thirty five~~
122 ~~percent (35%) times the number of days of sick leave accumulated.~~

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127 Manatee Education Association

School Board of Manatee County, Florida

128
129 By: 

By: 

130 Date: 11-21-17

Date: 11-21-17

1 TENTATIVE AGREEMENT

2 BETWEEN

3 MANATEE COUNTY SCHOOL DISTRICT

4 AND

5 MANATEE EDUCATION ASSOCIATION

6 **Paraprofessional Contract**

7
8 **ARTICLE XV DURATION AND RATIFICATION**

9
10 **Section 1 - Duration of Agreement**

11
12 This agreement shall remain in full force and effect for a period commencing July 1, ~~2013~~ 2017
13 through June 30, ~~2016~~ 2020. Article XI Compensation and health Insurance will be open each
14 School year. In addition, each party may re-open tow other sections of the agreement. The
15 parties may mutually agree to re-open any provision of the contract at any time.

16
17 **Section 2 – Effect:**

18
19 This agreement constitutes the full and complete agreement between the School Board and the
20 Manatee Education Association.

21
22 **Section 3 – Finality**

23
24 Any matters relating to the current contract terms whether or not referred to in this agreement
25 shall not be open for negotiations during the duration of this agreement except as required by law
26 or by both parties mutual agreement.

27
28 **Section 4 - Severability**

29
30 The provisions of this agreement shall be severable, and if any provision thereof or the applica-
31 tion of any such provision is held invalid by a court of competent jurisdiction or as a result of
32 State or Federal legislation, it shall not affect any other provision of this agreement or the
33 application of any provision thereof.

34
35
36 Manatee Education Association

School Board of Manatee County, Florida

37 By: Pat Barber

By: [Signature]

38 Date: 11-21-17

Date: 11.21.17

1 TENTATIVE AGREEMENT

2 BETWEEN

3 MANATEE COUNTY SCHOOL DISTRICT

4 AND

5 MANATEE EDUCATION ASSOCIATION

6 **Paraprofessional Contract**

7
8 **ARTICLE XVII SICK LEAVE BANK**

9
10 **Section 3 - Replenish Contribution**

11
12 After the bank is established, all participating members shall contribute one (1) additional newly
13 accrued day each time the bank reaches a balance of 25% of the number of participants. When it
14 becomes necessary to replenish the bank, contributions shall be equally required of all members
15 participating. Members participating in the sick leave bank will be notified the month
16 before a contribution is withdrawn to replenish the bank.
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37 Manatee Education Association

School Board of Manatee County, Florida

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39 By: *Ray Barber*

By: *[Signature]*

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41 Date: 11-21-17

Date: 11-21-17

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