

**MEA PROPOSAL TO THE DISTRICT NOVEMBER 20, 2017  
SALARY AND COMPENSATION**

Schedule/ Group	Schedule Adjustment \$200 (FTE of 2750)	Remove 1a1b (240)	PERFORMANCE E 3 Levels + \$2 \$909 (FTE of 363)	PERFORMANCE HE 4 Levels + \$2 \$1211 (FTE of 287)	GANDFATHERED 4 Levels \$1209 (FTE of 1741)	TEACHER LONGEVITY	Cost Without Benefits	Cost with Benefits @ 16.91%
ALL	\$ 550,000						\$ 550,000	\$ 643,005
Performance Pay Salary Schedule		\$ 133,560	\$ 329,967	\$ 347,557			\$ 811,084	\$ 948,238
Grandfathered Salary Schedule		0			\$ 2,104,869		\$ 2,104,869	\$ 2,460,802
<b>TEACHER SALARY TOTAL</b>							<b>\$ 3,702,307</b>	<b>\$ 4,328,367</b>
LONGEVITY 16+ \$2100 (73)						\$ 153,300		
LONGEVITY 25+ \$3600 (39)						\$ 140,400	\$ 293,700	\$ 343,365
<b>TOTAL TEACHERS</b>							<b>\$ 3,996,007</b>	<b>\$ 4,671,731</b>
<b>The changes shall be retroactive to July 1, 2017.</b>								

For the Manatee Education Association

*BAP* 11/20/17

For the Manatee County School District

*R.B.* 11-20-17

To Locate a Florida Blue network provider: [www.bcbsfl.com](http://www.bcbsfl.com)

**This rate chart applies to ALL Employees of the district.**

Welcome to Florida Blue Blue Cross Blue Shield of Florida	Gold Plan - PPO				Silver Plan - PPO				Bronze Plan - HMO Florida Regions Only			
	Blue Options Network				Blue Options Network				Blue Care Network			
	Employee Cost 24-Paychecks / 20-Paychecks	Board Cost 24-Paychecks / 20-Paychecks	Employee Cost 24-Paychecks / 20-Paychecks	Board Cost 24-Paychecks / 20-Paychecks	Employee Cost 24-Paychecks / 20-Paychecks	Board Cost 24-Paychecks / 20-Paychecks	Employee Cost 24-Paychecks / 20-Paychecks	Board Cost 24-Paychecks / 20-Paychecks	Employee Cost 24-Paychecks / 20-Paychecks	Board Cost 24-Paychecks / 20-Paychecks	Employee Cost 24-Paychecks / 20-Paychecks	Board Cost 24-Paychecks / 20-Paychecks
Premiums per paycheck												
Employee	\$51.00/\$61.20	\$252.50/\$303.00	\$32.00/\$38.40	\$253.50/\$304.20	\$16.00/\$19.20	\$246.50/\$295.80						
Employee + Spouse	\$278.50/\$334.20	\$389.50/\$467.40	\$237.50/\$285.00	\$390.50/\$468.60	\$194.00/\$232.80	\$384.00/\$460.80						
Employee + Child(ren)	\$184.00/\$220.80	\$362.00/\$434.40	\$145.00/\$174.00	\$368.50/\$442.20	\$80.00/\$96.00	\$393.50/\$472.20						
Family (Includes Spouse)	\$411.00/\$493.20	\$499.00/\$599.00	\$350.00/\$420.00	\$506.00/\$607.20	\$257.50/\$309.00	\$530.50/\$636.60						
Calendar Year Deductible (CYD)												
In-Network (per person/family)	\$1,000/\$2,000		\$1,500/\$3,000		\$2,500/\$5,000							
Out-of Network (per person/family)	\$2,000/\$4,000		\$3,000/\$6,000		N/A							
Co-Insurance (Amount owed after CYD met)												
In-Network	10% of BCBS allowable charges		20% of BCBS allowable charges		30% of BCBS allowable charges							
Out-of Network	50% of BCBS allowable charges		50% of BCBS allowable charges		50% of BCBS allowable charges							
Out of Pocket Maximum - Includes CYD, Co-Insurance & all copays for services and prescriptions												
In-Network	\$3,000/\$6,000		\$4,000/\$8,000		\$5,000/\$10,000							
Out-of Network	\$6,000/\$12,000		\$8,000/\$16,000		\$10,000/\$20,000							
Office Services												
Primary Care Physician	\$10		\$25		\$30							
Specialist	\$20		\$50		\$60							
Emergency/Facility Services												
ER Copay (not to exceed billed amount)	\$800		\$1,000		\$1,200							
Inpatient Admission Copay	\$200		\$250		\$300							
Preventive Services (including Dermatology)	100% Coverage		100% Coverage		100% Coverage-in network							
Any Benefit not specified is covered at deductible then coinsurance												
Pharmacy-prescriptions - Low Cost pharmacies like Publix, Walmart and CVS are encouraged. WALGREENS is an excluded pharmacy.												
Generic 30day/90day	\$10/\$25		\$10/\$25		\$10/\$25							
Preferred 30day/90day	\$30/\$75		\$30/\$75		\$30/\$75							
Non-Preferred 30day/90day	\$60/\$150		\$60/\$150		\$60/\$150							

TA BVP 11/20/17 TA BVP 11-20-17

Performance Schedule 2017-2018 Bachelor's Degree PAD2 10-Month			13b	25c	60,856
			\$ 49,673	26a	\$ 61,159
1c	\$ 39,094	14a	\$ 50,278	26b	\$ 61,461
2a	\$ 39,397	14b	\$ 50,580	26c	\$ 61,763
2b	\$ 39,699	14c	\$ 50,882	27a	\$ 62,065
2c	\$ 40,001	15a	\$ 51,184	27b	\$ 62,368
3a	\$ 40,303	15b	\$ 51,487	27c	\$ 62,670
3b	\$ 40,606	15c	\$ 51,789	28a	\$ 62,972
3c	\$ 40,908	16a	\$ 52,091	28b	\$ 63,274
4a	\$ 41,210	16b	\$ 52,393	28c	\$ 63,577
4b	\$ 41,512	16c	\$ 52,696	29a	\$ 63,879
4c	\$ 41,815	17a	\$ 52,998	29b	\$ 64,181
5a	\$ 42,117	17b	\$ 53,300	29c	\$ 64,483
5b	\$ 42,419	17c	\$ 53,602	30a	\$ 64,786
5c	\$ 42,721	18a	\$ 53,905	30b	\$ 65,088
6a	\$ 43,024	18b	\$ 54,207	30c	\$ 65,390
6b	\$ 43,326	18c	\$ 54,509	31a	\$ 65,692
6c	\$ 43,628	19a	\$ 54,811	31b	\$ 65,995
7a	\$ 43,930	19b	\$ 55,114	31c	\$ 66,297
7b	\$ 44,233	19c	\$ 55,416	32a	\$ 66,599
7c	\$ 44,535	20a	\$ 55,718	32b	\$ 66,901
8a	\$ 44,837	20b	\$ 56,020	32c	\$ 67,204
8b	\$ 45,139	20c	\$ 56,323	33a	\$ 67,506
8c	\$ 45,442	21a	\$ 56,625	33b	\$ 67,808
9a	\$ 45,744	21b	\$ 56,927	33c	\$ 68,110
9b	\$ 46,046	21c	\$ 57,229	34a	\$ 68,413
9c	\$ 46,348	22a	\$ 57,532	34b	\$ 68,715
10a	\$ 46,651	22b	\$ 57,834	34c	\$ 69,017
10b	\$ 46,953	22c	\$ 58,136	35a	\$ 69,319
10c	\$ 47,255	23a	\$ 58,438	35b	\$ 69,622
11a	\$ 47,557	23b	\$ 58,741	35c	\$ 69,924
11b	\$ 47,860	23c	\$ 59,043	36a	\$ 70,226
11c	\$ 48,162	24a	\$ 59,345	36b	\$ 70,528
12a	\$ 48,464	24b	\$ 59,647	36c	\$ 70,831
12b	\$ 48,766	24c	\$ 59,950	37a	\$ 71,133
12c	\$ 49,069	25a	\$ 60,252	37b	\$ 71,435
13a	\$ 49,371	25b	\$ 60,554	37c	\$ 71,737

Performance Schedule Placement Teachers Hired as of 7/1/2017		New Teacher Placement	\$
1 Year		\$	39,094
2 Year		\$	39,397
3 Year		\$	39,699
4 Year		\$	40,001
5 Year		\$	40,303
6 Year		\$	40,606
7 Year		\$	40,908
8 Year		\$	41,210
Beginning on 7/1/2017, newly hired teachers with no experience will be placed on level 1c.			

Degree Supplements	
Masters	\$ 907
Specialist	\$ 3,325
Doctorate	\$ 5,743

TA BOP 11/20/17  
TA R... 11-20-17

Performance Schedule 2017-2018			
Bachelor's Degree			
PXD2			
11-Month			
	14c	28b	
	\$ 54,810		\$ 67,202
	\$ 55,112	28c	\$ 67,505
	\$ 55,415	29a	\$ 67,807
1c	\$ 43,022	15b	\$ 68,109
2a	\$ 43,325	15c	\$ 68,411
2b	\$ 43,627	16a	\$ 68,714
2c	\$ 43,929	16b	\$ 69,016
3a	\$ 44,231	16c	\$ 69,318
3b	\$ 44,534	17a	\$ 69,620
3c	\$ 44,836	17b	\$ 69,923
4a	\$ 45,138	17c	\$ 70,225
4b	\$ 45,440	18a	\$ 70,527
4c	\$ 45,743	18b	\$ 70,829
5a	\$ 46,045	18c	\$ 71,132
5b	\$ 46,347	19a	\$ 71,434
5c	\$ 46,649	19b	\$ 71,736
6a	\$ 46,952	19c	\$ 72,038
6b	\$ 47,254	20a	\$ 72,341
6c	\$ 47,556	20b	\$ 72,643
7a	\$ 47,858	20c	\$ 72,945
7b	\$ 48,161	21a	\$ 73,247
7c	\$ 48,463	21b	\$ 73,550
8a	\$ 48,765	21c	\$ 73,852
8b	\$ 49,067	22a	\$ 74,154
8c	\$ 49,370	22b	\$ 74,456
9a	\$ 49,672	22c	\$ 74,759
9b	\$ 49,974	23a	\$ 75,061
9c	\$ 50,276	23b	\$ 75,363
10a	\$ 50,579	23c	\$ 75,665
10b	\$ 50,881	24a	\$ 75,968
10c	\$ 51,183	24b	\$ 76,270
11a	\$ 51,485	24c	\$ 76,572
11b	\$ 51,788	25a	\$ 76,874
11c	\$ 52,090	25b	\$ 77,177
12a	\$ 52,392	25c	\$ 77,479
12b	\$ 52,694	26a	\$ 77,781
12c	\$ 52,997	26b	\$ 78,083
13a	\$ 53,299	26c	\$ 78,386
13b	\$ 53,601	27a	\$ 78,688
13c	\$ 53,903	27b	\$ 78,990
14a	\$ 54,206	27c	\$ 79,292
14b	\$ 54,508	28a	\$ 79,594
14c	\$ 54,810	28b	\$ 79,896

Performance Schedule Placement	
Teachers Hired as of 7/1/2017	
New Teacher Placement	\$ 43,022
1 Year	\$ 43,325
2 Year	\$ 43,627
3 Year	\$ 43,929
4 Year	\$ 44,231
5 Year	\$ 44,534
6 Year	\$ 44,836
7 Year	\$ 45,138
8 Year	\$ 45,440

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

Degree Supplements	
Masters	\$ 907
Specialist	\$ 3,627
Doctorate	\$ 6,650

TA PUP 11/20/17  
 TA PUP 11-20-17

Grandfathered Schedule 2017-2018  
Bachelor's Degree  
GAD2  
10-Month

1a	\$ 38,485	11b	\$ 47,855	21c	\$ 57,225	32a	\$ 66,594
1b	\$ 38,787	11c	\$ 48,157	22a	\$ 57,527	32b	\$ 66,897
1c	\$ 39,090	12a	\$ 48,459	22b	\$ 57,829	32c	\$ 67,199
2a	\$ 39,392	12b	\$ 48,762	22c	\$ 58,131	33a	\$ 67,501
2b	\$ 39,694	12c	\$ 49,064	23a	\$ 58,434	33b	\$ 67,803
2c	\$ 39,996	13a	\$ 49,366	23b	\$ 58,736	33c	\$ 68,106
3a	\$ 40,299	13b	\$ 49,668	23c	\$ 59,038		
3b	\$ 40,601	13c	\$ 49,971	24a	\$ 59,340		
3c	\$ 40,903	14a	\$ 50,273	24b	\$ 59,643		
4a	\$ 41,205	14b	\$ 50,575	24c	\$ 59,945		
4b	\$ 41,508	14c	\$ 50,877	25a	\$ 60,247		
4c	\$ 41,810	15a	\$ 51,180	25b	\$ 60,549		
5a	\$ 42,112	15b	\$ 51,482	25c	\$ 60,852		
5b	\$ 42,414	15c	\$ 51,784	26a	\$ 61,154		
5c	\$ 42,717	16a	\$ 52,086	26b	\$ 61,456		
6a	\$ 43,019	16b	\$ 52,389	26c	\$ 61,758		
6b	\$ 43,321	16c	\$ 52,691	27a	\$ 62,061		
6c	\$ 43,623	17a	\$ 52,993	27b	\$ 62,363		
7a	\$ 43,926	17b	\$ 53,295	27c	\$ 62,665		
7b	\$ 44,228	17c	\$ 53,598	28a	\$ 62,967		
7c	\$ 44,530	18a	\$ 53,900	28b	\$ 63,270		
8a	\$ 44,832	18b	\$ 54,202	28c	\$ 63,572		
8b	\$ 45,135	18c	\$ 54,504	29a	\$ 63,874		
8c	\$ 45,437	19a	\$ 54,807	29b	\$ 64,176		
9a	\$ 45,739	19b	\$ 55,109	29c	\$ 64,479		
9b	\$ 46,041	19c	\$ 55,411	30a	\$ 64,781		
9c	\$ 46,344	20a	\$ 55,713	30b	\$ 65,083		
10a	\$ 46,646	20b	\$ 56,016	30c	\$ 65,385		
10b	\$ 46,948	20c	\$ 56,318	31a	\$ 65,688		
10c	\$ 47,250	21a	\$ 56,620	31b	\$ 65,990		
11a	\$ 47,553	21b	\$ 56,922	31c	\$ 66,292		

TA  
BWP  
11/20/17

TA  
R. L.  
11-20-17

Grandfathered Schedule 2017-2018  
Master's Degree  
GAC2  
10-Month

1a	\$ 39,392	12b	\$ 49,668	23c	\$ 59,945	35a	\$ 70,221
1b	\$ 39,694	12c	\$ 49,971	24a	\$ 60,247	35b	\$ 70,524
1c	\$ 39,996	13a	\$ 50,273	24b	\$ 60,549	35c	\$ 70,826
2a	\$ 40,299	13b	\$ 50,575	24c	\$ 60,852	36a	\$ 71,128
2b	\$ 40,601	13c	\$ 50,877	25a	\$ 61,154	36b	\$ 71,430
2c	\$ 40,903	14a	\$ 51,180	25b	\$ 61,456	36c	\$ 71,733
3a	\$ 41,205	14b	\$ 51,482	25c	\$ 61,758	37a	\$ 72,035
3b	\$ 41,508	14c	\$ 51,784	26a	\$ 62,061	37b	\$ 72,337
3c	\$ 41,810	15a	\$ 52,086	26b	\$ 62,363	37c	\$ 72,639
4a	\$ 42,112	15b	\$ 52,389	26c	\$ 62,665		
4b	\$ 42,414	15c	\$ 52,691	27a	\$ 62,967		
4c	\$ 42,717	16a	\$ 52,993	27b	\$ 63,270		
5a	\$ 43,019	16b	\$ 53,295	27c	\$ 63,572		
5b	\$ 43,321	16c	\$ 53,598	28a	\$ 63,874		
5c	\$ 43,623	17a	\$ 53,900	28b	\$ 64,176		
6a	\$ 43,926	17b	\$ 54,202	28c	\$ 64,479		
6b	\$ 44,228	17c	\$ 54,504	29a	\$ 64,781		
6c	\$ 44,530	18a	\$ 54,807	29b	\$ 65,083		
7a	\$ 44,832	18b	\$ 55,109	29c	\$ 65,385		
7b	\$ 45,135	18c	\$ 55,411	30a	\$ 65,688		
7c	\$ 45,437	19a	\$ 55,713	30b	\$ 65,990		
8a	\$ 45,739	19b	\$ 56,016	30c	\$ 66,292		
8b	\$ 46,041	19c	\$ 56,318	31a	\$ 66,594		
8c	\$ 46,344	20a	\$ 56,620	31b	\$ 66,897		
9a	\$ 46,646	20b	\$ 56,922	31c	\$ 67,199		
9b	\$ 46,948	20c	\$ 57,225	32a	\$ 67,501		
9c	\$ 47,250	21a	\$ 57,527	32b	\$ 67,803		
10a	\$ 47,553	21b	\$ 57,829	32c	\$ 68,106		
10b	\$ 47,855	21c	\$ 58,131	33a	\$ 68,408		
10c	\$ 48,157	22a	\$ 58,434	33b	\$ 68,710		
11a	\$ 48,459	22b	\$ 58,736	33c	\$ 69,012		
11b	\$ 48,762	22c	\$ 59,038	34a	\$ 69,315		
11c	\$ 49,064	23a	\$ 59,340	34b	\$ 69,617		
12a	\$ 49,366	23b	\$ 59,643	34c	\$ 69,919		

TA BWP  
11/20/17  
TA R.B.  
11-20-17

Grandfathered Schedule 2017-2018  
Specialist  
GAB2  
10-Month

1a	\$ 41,810	13b	\$ 52,993	25c	\$ 64,176	38a	\$ 75,360
1b	\$ 42,112	13c	\$ 53,295	26a	\$ 64,479	38b	\$ 75,662
1c	\$ 42,414	14a	\$ 53,598	26b	\$ 64,781	38c	\$ 75,964
2a	\$ 42,717	14b	\$ 53,900	26c	\$ 65,083	39a	\$ 76,266
2b	\$ 43,019	14c	\$ 54,202	27a	\$ 65,385	39b	\$ 76,569
2c	\$ 43,321	15a	\$ 54,504	27b	\$ 65,688	39c	\$ 76,871
3a	\$ 43,623	15b	\$ 54,807	27c	\$ 65,990	40a	\$ 77,173
3b	\$ 43,926	15c	\$ 55,109	28a	\$ 66,292	40b	\$ 77,475
3c	\$ 44,228	16a	\$ 55,411	28b	\$ 66,594	40c	\$ 77,778
4a	\$ 44,530	16b	\$ 55,713	28c	\$ 66,897		
4b	\$ 44,832	16c	\$ 56,016	29a	\$ 67,199		
4c	\$ 45,135	17a	\$ 56,318	29b	\$ 67,501		
5a	\$ 45,437	17b	\$ 56,620	29c	\$ 67,803		
5b	\$ 45,739	17c	\$ 56,922	30a	\$ 68,106		
5c	\$ 46,041	18a	\$ 57,225	30b	\$ 68,408		
6a	\$ 46,344	18b	\$ 57,527	30c	\$ 68,710		
6b	\$ 46,646	18c	\$ 57,829	31a	\$ 69,012		
6c	\$ 46,948	19a	\$ 58,131	31b	\$ 69,315		
7a	\$ 47,250	19b	\$ 58,434	31c	\$ 69,617		
7b	\$ 47,553	19c	\$ 58,736	32a	\$ 69,919		
7c	\$ 47,855	20a	\$ 59,038	32b	\$ 70,221		
8a	\$ 48,157	20b	\$ 59,340	32c	\$ 70,524		
8b	\$ 48,459	20c	\$ 59,643	33a	\$ 70,826		
8c	\$ 48,762	21a	\$ 59,945	33b	\$ 71,128		
9a	\$ 49,064	21b	\$ 60,247	33c	\$ 71,430		
9b	\$ 49,366	21c	\$ 60,549	34a	\$ 71,733		
9c	\$ 49,668	22a	\$ 60,852	34b	\$ 72,035		
10a	\$ 49,971	22b	\$ 61,154	34c	\$ 72,337		
10b	\$ 50,273	22c	\$ 61,456	35a	\$ 72,639		
10c	\$ 50,575	23a	\$ 61,758	35b	\$ 72,942		
11a	\$ 50,877	23b	\$ 62,061	35c	\$ 73,244		
11b	\$ 51,180	23c	\$ 62,363	36a	\$ 73,546		
11c	\$ 51,482	24a	\$ 62,665	36b	\$ 73,848		
12a	\$ 51,784	24b	\$ 62,967	36c	\$ 74,151		
12b	\$ 52,086	24c	\$ 63,270	37a	\$ 74,453		
12c	\$ 52,389	25a	\$ 63,572	37b	\$ 74,755		
13a	\$ 52,691	25b	\$ 63,874	37c	\$ 75,057		

*TAB RP*  
*11/20/17*

*TA*  
*2 &*  
*11-20-17*

Grandfathered Schedule 2017-2018  
 Doctorate  
 GAA2  
 10-Month

1a	\$ 44,228	13c	\$ 55,713	26b	\$ 67,199	39a	\$ 78,684
1b	\$ 44,530	14a	\$ 56,016	26c	\$ 67,501	39b	\$ 78,987
1c	\$ 44,832	14b	\$ 56,318	27a	\$ 67,803	39c	\$ 79,289
2a	\$ 45,135	14c	\$ 56,620	27b	\$ 68,106	40a	\$ 79,591
2b	\$ 45,437	15a	\$ 56,922	27c	\$ 68,408	40b	\$ 79,893
2c	\$ 45,739	15b	\$ 57,225	28a	\$ 68,710	40c	\$ 80,196
3a	\$ 46,041	15c	\$ 57,527	28b	\$ 69,012	41a	\$ 80,498
3b	\$ 46,344	16a	\$ 57,829	28c	\$ 69,315	41b	\$ 80,800
3c	\$ 46,646	16b	\$ 58,131	29a	\$ 69,617	41c	\$ 81,102
4a	\$ 46,948	16c	\$ 58,434	29b	\$ 69,919	42a	\$ 81,405
4b	\$ 47,250	17a	\$ 58,736	29c	\$ 70,221	42b	\$ 81,707
4c	\$ 47,553	17b	\$ 59,038	30a	\$ 70,524	42c	\$ 82,009
5a	\$ 47,855	17c	\$ 59,340	30b	\$ 70,826		
5b	\$ 48,157	18a	\$ 59,643	30c	\$ 71,128		
5c	\$ 48,459	18b	\$ 59,945	31a	\$ 71,430		
6a	\$ 48,762	18c	\$ 60,247	31b	\$ 71,733		
6b	\$ 49,064	19a	\$ 60,549	31c	\$ 72,035		
6c	\$ 49,366	19b	\$ 60,852	32a	\$ 72,337		
7a	\$ 49,668	19c	\$ 61,154	32b	\$ 72,639		
7b	\$ 49,971	20a	\$ 61,456	32c	\$ 72,942		
7c	\$ 50,273	20b	\$ 61,758	33a	\$ 73,244		
8a	\$ 50,575	20c	\$ 62,061	33b	\$ 73,546		
8b	\$ 50,877	21a	\$ 62,363	33c	\$ 73,848		
8c	\$ 51,180	21b	\$ 62,665	34a	\$ 74,151		
9a	\$ 51,482	21c	\$ 62,967	34b	\$ 74,453		
9b	\$ 51,784	22a	\$ 63,270	34c	\$ 74,755		
9c	\$ 52,086	22b	\$ 63,572	35a	\$ 75,057		
10a	\$ 52,389	22c	\$ 63,874	35b	\$ 75,360		
10b	\$ 52,691	23a	\$ 64,176	35c	\$ 75,662		
10c	\$ 52,993	23b	\$ 64,479	36a	\$ 75,964		
11a	\$ 53,295	23c	\$ 64,781	36b	\$ 76,266		
11b	\$ 53,598	24a	\$ 65,083	36c	\$ 76,569		
11c	\$ 53,900	24b	\$ 65,385	37a	\$ 76,871		
12a	\$ 54,202	24c	\$ 65,688	37b	\$ 77,173		
12b	\$ 54,504	25a	\$ 65,990	37c	\$ 77,475		
12c	\$ 54,807	25b	\$ 66,292	38a	\$ 77,778		
13a	\$ 55,109	25c	\$ 66,594	38b	\$ 78,080		
13b	\$ 55,411	26a	\$ 66,897	38c	\$ 78,382		

TA BAP  
11/20/17

TA  
R. B.  
11.20-17



Grandfathered Schedule 2017-2018  
Bachelor's Degree  
GXD2  
11-Month

1a	\$ 42,414	11c	\$ 52,086	22b	\$ 61,758	33a	\$ 71,430
1b	\$ 42,717	12a	\$ 52,389	22c	\$ 62,061	33b	\$ 71,733
1c	\$ 43,019	12b	\$ 52,691	23a	\$ 62,363	33c	\$ 72,035
2a	\$ 43,321	12c	\$ 52,993	23b	\$ 62,665	34a	\$ 72,337
2b	\$ 43,623	13a	\$ 53,295	23c	\$ 62,967	34b	\$ 72,639
2c	\$ 43,926	13b	\$ 53,598	24a	\$ 63,270	34c	\$ 72,942
3a	\$ 44,228	13c	\$ 53,900	24b	\$ 63,572	35a	\$ 73,244
3b	\$ 44,530	14a	\$ 54,202	24c	\$ 63,874	35b	\$ 73,546
3c	\$ 44,832	14b	\$ 54,504	25a	\$ 64,176	35c	\$ 73,848
4a	\$ 45,135	14c	\$ 54,807	25b	\$ 64,479		
4b	\$ 45,437	15a	\$ 55,109	25c	\$ 64,781		
4c	\$ 45,739	15b	\$ 55,411	26a	\$ 65,083		
5a	\$ 46,041	15c	\$ 55,713	26b	\$ 65,385		
5b	\$ 46,344	16a	\$ 56,016	26c	\$ 65,688		
5c	\$ 46,646	16b	\$ 56,318	27a	\$ 65,990		
6a	\$ 46,948	16c	\$ 56,620	27b	\$ 66,292		
6b	\$ 47,250	17a	\$ 56,922	27c	\$ 66,594		
6c	\$ 47,553	17b	\$ 57,225	28a	\$ 66,897		
7a	\$ 47,855	17c	\$ 57,527	28b	\$ 67,199		
7b	\$ 48,157	18a	\$ 57,829	28c	\$ 67,501		
7c	\$ 48,459	18b	\$ 58,131	29a	\$ 67,803		
8a	\$ 48,762	18c	\$ 58,434	29b	\$ 68,106		
8b	\$ 49,064	19a	\$ 58,736	29c	\$ 68,408		
8c	\$ 49,366	19b	\$ 59,038	30a	\$ 68,710		
9a	\$ 49,668	19c	\$ 59,340	30b	\$ 69,012		
9b	\$ 49,971	20a	\$ 59,643	30c	\$ 69,315		
9c	\$ 50,273	20b	\$ 59,945	31a	\$ 69,617		
10a	\$ 50,575	20c	\$ 60,247	31b	\$ 69,919		
10b	\$ 50,877	21a	\$ 60,549	31c	\$ 70,221		
10c	\$ 51,180	21b	\$ 60,852	32a	\$ 70,524		
11a	\$ 51,482	21c	\$ 61,154	32b	\$ 70,826		
11b	\$ 51,784	22a	\$ 61,456	32c	\$ 71,128		

TA Belp  
11/20/17

TA  
R. B.  
11-20-17

Grandfathered Schedule 2017-2018  
Master's Degree  
GXC2  
11-Month

1a	\$ 43,321	13b	\$ 54,504	25c	\$ 65,688	38a	\$ 76,871
1b	\$ 43,623	13c	\$ 54,807	26a	\$ 65,990	38b	\$ 77,173
1c	\$ 43,926	14a	\$ 55,109	26b	\$ 66,292	38c	\$ 77,475
2a	\$ 44,228	14b	\$ 55,411	26c	\$ 66,594	39a	\$ 77,778
2b	\$ 44,530	14c	\$ 55,713	27a	\$ 66,897	39b	\$ 78,080
2c	\$ 44,832	15a	\$ 56,016	27b	\$ 67,199	39c	\$ 78,382
3a	\$ 45,135	15b	\$ 56,318	27c	\$ 67,501	40a	\$ 78,684
3b	\$ 45,437	15c	\$ 56,620	28a	\$ 67,803	40b	\$ 78,987
3c	\$ 45,739	16a	\$ 56,922	28b	\$ 68,106	40c	\$ 79,289
4a	\$ 46,041	16b	\$ 57,225	28c	\$ 68,408		
4b	\$ 46,344	16c	\$ 57,527	29a	\$ 68,710		
4c	\$ 46,646	17a	\$ 57,829	29b	\$ 69,012		
5a	\$ 46,948	17b	\$ 58,131	29c	\$ 69,315		
5b	\$ 47,250	17c	\$ 58,434	30a	\$ 69,617		
5c	\$ 47,553	18a	\$ 58,736	30b	\$ 69,919		
6a	\$ 47,855	18b	\$ 59,038	30c	\$ 70,221		
6b	\$ 48,157	18c	\$ 59,340	31a	\$ 70,524		
6c	\$ 48,459	19a	\$ 59,643	31b	\$ 70,826		
7a	\$ 48,762	19b	\$ 59,945	31c	\$ 71,128		
7b	\$ 49,064	19c	\$ 60,247	32a	\$ 71,430		
7c	\$ 49,366	20a	\$ 60,549	32b	\$ 71,733		
8a	\$ 49,668	20b	\$ 60,852	32c	\$ 72,035		
8b	\$ 49,971	20c	\$ 61,154	33a	\$ 72,337		
8c	\$ 50,273	21a	\$ 61,456	33b	\$ 72,639		
9a	\$ 50,575	21b	\$ 61,758	33c	\$ 72,942		
9b	\$ 50,877	21c	\$ 62,061	34a	\$ 73,244		
9c	\$ 51,180	22a	\$ 62,363	34b	\$ 73,546		
10a	\$ 51,482	22b	\$ 62,665	34c	\$ 73,848		
10b	\$ 51,784	22c	\$ 62,967	35a	\$ 74,151		
10c	\$ 52,086	23a	\$ 63,270	35b	\$ 74,453		
11a	\$ 52,389	23b	\$ 63,572	35c	\$ 74,755		
11b	\$ 52,691	23c	\$ 63,874	36a	\$ 75,057		
11c	\$ 52,993	24a	\$ 64,176	36b	\$ 75,360		
12a	\$ 53,295	24b	\$ 64,479	36c	\$ 75,662		
12b	\$ 53,598	24c	\$ 64,781	37a	\$ 75,964		
12c	\$ 53,900	25a	\$ 65,083	37b	\$ 76,266		
13a	\$ 54,202	25b	\$ 65,385	37c	\$ 76,569		

TABND  
11/20/17

TA  
R & L  
11.20-17

Grandfathered Schedule 2017-2018  
Specialist  
GXB2  
11-Month

1a	\$ 46,041	14b	\$ 58,131	27c	\$ 70,221
1b	\$ 46,344	14c	\$ 58,434	28a	\$ 70,524
1c	\$ 46,646	15a	\$ 58,736	28b	\$ 70,826
2a	\$ 46,948	15b	\$ 59,038	28c	\$ 71,128
2b	\$ 47,250	15c	\$ 59,340	29a	\$ 71,430
2c	\$ 47,553	16a	\$ 59,643	29b	\$ 71,733
3a	\$ 47,855	16b	\$ 59,945	29c	\$ 72,035
3b	\$ 48,157	16c	\$ 60,247	30a	\$ 72,337
3c	\$ 48,459	17a	\$ 60,549	30b	\$ 72,639
4a	\$ 48,762	17b	\$ 60,852	30c	\$ 72,942
4b	\$ 49,064	17c	\$ 61,154	31a	\$ 73,244
4c	\$ 49,366	18a	\$ 61,456	31b	\$ 73,546
5a	\$ 49,668	18b	\$ 61,758	31c	\$ 73,848
5b	\$ 49,971	18c	\$ 62,061	32a	\$ 74,151
5c	\$ 50,273	19a	\$ 62,363	32b	\$ 74,453
6a	\$ 50,575	19b	\$ 62,665	32c	\$ 74,755
6b	\$ 50,877	19c	\$ 62,967	33a	\$ 75,057
6c	\$ 51,180	20a	\$ 63,270	33b	\$ 75,360
7a	\$ 51,482	20b	\$ 63,572	33c	\$ 75,662
7b	\$ 51,784	20c	\$ 63,874	34a	\$ 75,964
7c	\$ 52,086	21a	\$ 64,176	34b	\$ 76,266
8a	\$ 52,389	21b	\$ 64,479	34c	\$ 76,569
8b	\$ 52,691	21c	\$ 64,781	35a	\$ 76,871
8c	\$ 52,993	22a	\$ 65,083	35b	\$ 77,173
9a	\$ 53,295	22b	\$ 65,385	35c	\$ 77,475
9b	\$ 53,598	22c	\$ 65,688	36a	\$ 77,778
9c	\$ 53,900	23a	\$ 65,990	36b	\$ 78,080
10a	\$ 54,202	23b	\$ 66,292	36c	\$ 78,382
10b	\$ 54,504	23c	\$ 66,594	37a	\$ 78,684
10c	\$ 54,807	24a	\$ 66,897	37b	\$ 78,987
11a	\$ 55,109	24b	\$ 67,199	37c	\$ 79,289
11b	\$ 55,411	24c	\$ 67,501	38a	\$ 79,591
11c	\$ 55,713	25a	\$ 67,803	38b	\$ 79,893
12a	\$ 56,016	25b	\$ 68,106	38c	\$ 80,196
12b	\$ 56,318	25c	\$ 68,408	39a	\$ 80,498
12c	\$ 56,620	26a	\$ 68,710	39b	\$ 80,800
13a	\$ 56,922	26b	\$ 69,012	39c	\$ 81,102
13b	\$ 57,225	26c	\$ 69,315	40a	\$ 81,405
13c	\$ 57,527	27a	\$ 69,617	40b	\$ 81,707
14a	\$ 57,829	27b	\$ 69,919	40c	\$ 82,009

TRBWP  
11/20/17  
TIA  
R. S.  
11-20-17

Grandfathered Schedule 2017-2018  
 Doctorate  
 GXA2  
 11-Month

1a	\$ 49,064	15a	\$ 61,758	29a	\$ 74,453
1b	\$ 49,366	15b	\$ 62,061	29b	\$ 74,755
1c	\$ 49,668	15c	\$ 62,363	29c	\$ 75,057
2a	\$ 49,971	16a	\$ 62,665	30a	\$ 75,360
2b	\$ 50,273	16b	\$ 62,967	30b	\$ 75,662
2c	\$ 50,575	16c	\$ 63,270	30c	\$ 75,964
3a	\$ 50,877	17a	\$ 63,572	31a	\$ 76,266
3b	\$ 51,180	17b	\$ 63,874	31b	\$ 76,569
3c	\$ 51,482	17c	\$ 64,176	31c	\$ 76,871
4a	\$ 51,784	18a	\$ 64,479	32a	\$ 77,173
4b	\$ 52,086	18b	\$ 64,781	32b	\$ 77,475
4c	\$ 52,389	18c	\$ 65,083	32c	\$ 77,778
5a	\$ 52,691	19a	\$ 65,385	33a	\$ 78,080
5b	\$ 52,993	19b	\$ 65,688	33b	\$ 78,382
5c	\$ 53,295	19c	\$ 65,990	33c	\$ 78,684
6a	\$ 53,598	20a	\$ 66,292	34a	\$ 78,987
6b	\$ 53,900	20b	\$ 66,594	34b	\$ 79,289
6c	\$ 54,202	20c	\$ 66,897	34c	\$ 79,591
7a	\$ 54,504	21a	\$ 67,199	35a	\$ 79,893
7b	\$ 54,807	21b	\$ 67,501	35b	\$ 80,196
7c	\$ 55,109	21c	\$ 67,803	35c	\$ 80,498
8a	\$ 55,411	22a	\$ 68,106	36a	\$ 80,800
8b	\$ 55,713	22b	\$ 68,408	36b	\$ 81,102
8c	\$ 56,016	22c	\$ 68,710	36c	\$ 81,405
9a	\$ 56,318	23a	\$ 69,012	37a	\$ 81,707
9b	\$ 56,620	23b	\$ 69,315	37b	\$ 82,009
9c	\$ 56,922	23c	\$ 69,617	37c	\$ 82,311
10a	\$ 57,225	24a	\$ 69,919	38a	\$ 82,614
10b	\$ 57,527	24b	\$ 70,221	38b	\$ 82,916
10c	\$ 57,829	24c	\$ 70,524	38c	\$ 83,218
11a	\$ 58,131	25a	\$ 70,826	39a	\$ 83,520
11b	\$ 58,434	25b	\$ 71,128	39b	\$ 83,823
11c	\$ 58,736	25c	\$ 71,430	39c	\$ 84,125
12a	\$ 59,038	26a	\$ 71,733	40a	\$ 84,427
12b	\$ 59,340	26b	\$ 72,035	40b	\$ 84,729

TH BOP  
11/20/17

JA  
R. S.  
11-20-17

12c	\$ 59,643	26c	\$ 72,337	40c	\$ 85,032
13a	\$ 59,945	27a	\$ 72,639	41a	\$ 85,334
13b	\$ 60,247	27b	\$ 72,942	41b	\$ 85,636
13c	\$ 60,549	27c	\$ 73,244	41c	\$ 85,938
14a	\$ 60,852	28a	\$ 73,546	42a	\$ 86,241
14b	\$ 61,154	28b	\$ 73,848	42b	\$ 86,543
14c	\$ 61,456	28c	\$ 74,151	42c	\$ 86,845

TABAD  
11/20/17

TB  
RL  
11.20-17

**Tentative Agreement**

Between

The School District of Manatee County

And

The Manatee Education Association

**October 06, 2017**

**Article IV - ASSOCIATION RIGHTS**

**Section 5 – Request for Dues Deductions**

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 ~~40~~ 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.

Manatee Education Association

School Board of Manatee County, Florida

By: BNP

By: [Signature]

Date: 10/6/17

Date: 10-6-17

**Tentative Agreement**

Between

The School District of Manatee County

And

The Manatee Education Association

**October 06, 2017**

**Article IV - ASSOCIATION RIGHTS**

**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 10 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  
Florida

By: BRP

Date: 10/6/17

School Board of Manatee County,

By: RP

Date: 10-6-17

**Tentative Agreement**

Between

The School District of Manatee County

And

The Manatee Education Association

**October 06, 2017**

**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 ~~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

School Board of Manatee County, Florida

By: BRD

By: [Signature]

Date: 10/6/17

Date: 10-6-17



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44

**ARTICLE V WORKING CONDITIONS**

**Section 11 – Certification Compliance and Highly Qualified (HQ) Teachers**

All teachers must be certified and HQ in his/her assigned subject area by deadlines established by state and/or federal law. Teachers out of compliance will be given the following district-level assistance:

- Notification in writing of requirements, expectations, timelines for completion, available assistance and consequences which will include ~~denial of PSC~~ and possible **non-reappointment or** termination.
  - Opportunities to attend training
  - Opportunities for certification test tutoring
  - Teachers transferred to out of area position by administration may have test fee paid by district one time only.
- a. The timelines for teachers transferred or reassigned involuntarily to positions for which they are **not certified in field or HQ** will be as follows:
1. Teachers who are involuntarily transferred or reassigned to positions for which they are not **certified or HQ** after the ten (10) day count will have until the first day of the following school year to become **certified or HQ**.
  2. Teachers who are involuntarily transferred or reassigned to positions for which they are not **certified or HQ** during the Spring for the following school year will have until the end of the first semester of the following school year to become **certified or HQ**.
- b. For those who volunteer to teach in an identified area of need for which they are not currently **certified or HQ**, the timeline shall be as follows:
1. Teachers who are ~~involuntarily~~ **voluntarily** transferred or reassigned to positions for which they are not **certified or HQ** after the ten (10) day count will have until the first day of the following school year to become **certified or HQ**.
  2. Teachers who are ~~involuntarily~~ **voluntarily** transferred or reassigned to positions for which they are not **certified or HQ** during the Spring for the following school year will have until the end of the first semester of the following school year to become **certified or HQ**.
- c. Annual notification by last workday to all bargaining unit members of areas of need as well as incentives for becoming **certified or highly qualified** in the identified area
- **Certified or highly-qualified** by taking test
  - adding area to certificate
  - district will reimburse cost of test to those who passed test and added it to their certificate

MEA PROPOSAL/COUNTERPROPOSAL  
OCTOBER 19, 2017

45

46 Manatee Education Association

School Board of Manatee County, Florida

47

48 By: BAP

By: [Signature]

49 Date: 11/20/17

Date: 11.20.17

50

**Tentative Agreement**

Between

The School District of Manatee County

And

The Manatee Education Association

**October 06, 2017**

**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

By: BWP

By: RB

Date: 10/7/17

Date: 10-6-17

**Tentative Agreement**

Between

The School District of Manatee County

And

The Manatee Education Association

**October 06, 2017**

**Article V - WORKING CONDITIONS**

**Section: 26 – Elementary Early Release/Elementary Report Card Pick Up**

(a) Scheduling: Teachers will be released early on two student attendance days for each report card pick up and scheduled for a comparable amount of time for parent conferences outside the regular work day. The plan for scheduling these parent conferences shall be by consensus of the principal and teachers. Included in this plan shall be a procedure to assure coordination of conferences and a procedure for notifying parents. Also included in the plan shall be the assignment of assistance in arranging conferences. The School Board shall determine the dates for elementary early release no later than the first board meeting in November for the 1991-92 school year and no later than the first board meeting in September for each subsequent year during the calendar adoption process. Unless the School Board authorizes early release for elementary students, all parent conferences outside the regular duty day shall be voluntary.

Manatee Education Association

School Board of Manatee County, Florida

By: BMP

By: R.B. \_\_\_\_\_

Date: 10/6/17

Date: 10.6.17

**Tentative Agreement**

Between

The School District of Manatee County

And

The Manatee Education Association

**October 06, 2017**

**NAME CHANGE FROM MTI TO MTC**

In 2014, the Board unanimously voted to change Manatee Technical Institute (MTI) to Manatee Technical College (MTC). This update is to be reflected throughout the Master Contract. ~~MTC~~ is now referenced on pages 3, 24, 31 and 91.

**NAME CHANGE FROM PATS TO TALEO**

In 2015, the School District of Manatee County transitioned from the Personnel Applicant Tracking System (PATS) to another applicant management system. A general reference to the applicant management system is now to be included on page 45 and 46.

Manatee Education Association

School Board of Manatee County, Florida

By: BWP

By: [Signature]

Date: 10/6/17

Date: 10-6-17

**Tentative Agreement**

Between

The School District of Manatee County

And

The Manatee Education Association

**November 20, 2017**

**Article IX – PAID LEAVES AND MILITARY LEAVES**

**Section 2 – Sick Leave Statement**

~~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 1<sup>st</sup>.~~

Manatee Education Association

School Board of Manatee County, Florida

By: BWP

By: [Signature]

Date: 11/20/17

Date: 11.20.17

**Tentative Agreement**

Between

The School District of Manatee County

And

The Manatee Education Association

**October 6, 2017**

**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.

Manatee Education Association

School Board of Manatee County, Florida

By: BWP

By: RB

Date: 10/6/17

Date: 10-6-17

**Tentative Agreement**

Between

The School District of Manatee County

And

The Manatee Education Association

**Article XII - COMPENSATION AND HEALTH INSURANCE**

**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 ~~cafeteria plan~~ 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.

Manatee Education Association  
Florida

By: BRP

Date: 10/6/17

School Board of Manatee County,

By: 25

Date: 10.6.17



**Tentative Agreement**

Between

The School District of Manatee County

And

The Manatee Education Association

**October 06, 2017**

**Article XII - COMPENSATION AND HEALTH INSURANCE**

**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, ~~benefits, physical examinations and yearly gynecological checkups including appropriate tests such as PSA's, Pap smears, and an Employee Assistance Program~~ and other voluntary benefits offered to employees, at no or reasonable costs to employees.

In collaboration with the procurement department ~~A~~ Request for Proposals (RFP) 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.

Manatee Education Association

By: BAP

Date: 10/4/17

School Board of Manatee County, Florida

By: [Signature]

Date: 10-6-17

**Tentative Agreement**

Between

The School District of Manatee County

And

The Manatee Education Association

**October 06, 2017**

**Article XII - COMPENSATION AND HEALTH INSURANCE**

**Section 5 - Plan Design**

- 4. 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.

Manatee Education Association

School Board of Manatee County, Florida

By: BNP

By: [Signature]

Date: 10/7/17

Date: 10-6-17

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27

**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.

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

Manatee Education Association

School Board of Manatee County, Florida

By: BNP

By: RB

Date: 11/20/17

Date: 11.20.17

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

Teacher Payday

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 XII - COMPENSATION 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:

- a. 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.**
- b. Teachers shall receive one check equivalent to ~~four~~ **five** regular pay checks on the ~~10th of May~~ **10<sup>th</sup> of June**. Their final paycheck will be paid on the ~~25th~~ **10<sup>th</sup>** of June. **Should June 25<sup>th</sup> 10<sup>th</sup> fall on a non-work day or holiday, teachers shall receive their paychecks on the last weekday prior to the June 10<sup>th</sup> payday. If the school year ends in June, the final paycheck will be paid on the 25<sup>th</sup> of June and will include one check equivalent to the balance of the remaining contract.**
- c. Teacher's December 25<sup>th</sup> 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.**
- 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 **this** 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.~~ 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 10<sup>th</sup> of each month includes work days from the 16<sup>th</sup> through the end of the month and pay on the 25<sup>th</sup> includes work days from the 1<sup>st</sup> through the 15<sup>th</sup>.

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

School Board of Manatee County, Florida

By: Bruce A. Howard

By: [Signature]

Date: 11/20/17

Date: 11.20.17

1  
2 **ARTICLE XII SALARY AND HEALTH INSURANCE**

3  
4 **Section 6 - Codification of Salary Guidelines and Fringe Benefits**

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

9  
10 It is the Board's intent to extend the date for those teachers who have been inadvertently  
11 overpaid. Extensions may be for no longer than one calendar year from the time the error  
12 is identified. At no time will extensions occur beyond the final employment date of the  
13 employee.

14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31 Manatee Education Association

School Board of Manatee County, Florida

32  
33 By: BWP

By: R R

34 Date: 11/20/17

Date: 11.20.17

35

36

1  
2 **ARTICLE XVI SICK LEAVE BANK**

3  
4 **Section 3 - Replenish Contribution**

5  
6 After the bank is established, all participating members shall contribute one (1) additional newly  
7 accrued day each time the bank reaches a balance of 25% of the number of participants. When it  
8 becomes necessary to replenish the bank, contributions shall be equally required of all members  
9 participating. Members participating in the sick leave bank will be notified the month  
10 before a contribution is withdrawn to replenish the bank.  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35

36 Manatee Education Association

37  
38 By: BWP  
39 Date: 11/20/17  
40

School Board of Manatee County, Florida

By: [Signature]  
Date: 11-20-17

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32

**TENTATIVE AGREEMENT**  
**MANATEE COUNTY SCHOOL DISTRICT**  
**AND**  
**MANATEE EDUCATION ASSOCIATION**

**ARTICLE XII COMPENSATION AND HEALTH INSURANCE**

**(NEW) SECTION 11 - LONGEVITY**

1. Longevity payments will be based on total time of employment with the Manatee County School Board (MCSB) in the Instructional Bargaining Unit position. In cases where service is broken, only time as an active duty status employee will be eligible for longevity purposes.

2. The length of service for longevity purposes shall be determined based on years on active duty status as an MCSB employee, one day more than half of a normal work year counting as a year of service. Active service is defined to include time of duty plus any time the employee is on paid leave or Workman's Compensation Leave.

3. Beginning with the 2017-18 school year, on July 1, of any given school year each eligible employee will be placed into the appropriate longevity salary grouping as follows:

<u>YEARS OF SERVICE COMPLETED</u>	<u>LONGEVITY SALARY GROUPING</u>
<u>AS OF JUNE 30,</u>	<u>AS OF JULY 1,</u>
<u>16</u>	<u>16+ YEARS</u>
<u>25</u>	<u>25+ YEARS</u>

4. Longevity payments will be considered as a salary supplement for the purposes of the Florida Retirement System.

5. Longevity payments will be divided by 24 and added to each paycheck effective with the 2017-2018 school year.

6. The Longevity Supplement is in addition to any advancement in level or adjustment on the salary schedule.

7. The amount of the Longevity Supplement is subject to negotiations each year. However, employees that received the supplement in prior years shall continue to receive the Longevity Supplement so long as those employees continue to be employees of MCSB.

Manatee Education Association

School Board of Manatee County, Florida

By: BOP

By: [Signature]

Date: 11/20/17

Date: 11.20-17



**Counter Proposal from**

The School District of Manatee County

And

The Manatee Education Association

**Article: XIII TERMINAL PAY**

**Section 1 - Terminal Sick Leave Benefit**

1. The terminal sick leave benefit shall be provided in a manner consistent with Florida Statutes for all teachers in the bargaining unit as defined by Florida Retirement System (FRS) Rules at the time of the teacher's retirement.

~~2. Under the FRS defined benefit plan, normal retirement is defined as the attainment of age 62 with a minimum of six years of service or obtaining a total of 30 years of service in the FRS regardless of age attained.~~

~~3. Under the FRS defined contribution plan, for terminal pay purposes, normal retirement is defined as the attainment of age 55 with six years of service or obtaining of 25 years of service in the FRS regardless of age.~~

~~4. For terminal pay purposes, early retirement is defined as retirement from the FRS any time earlier than the time specified above, after obtaining six years of service in the FRS.~~

5. 2.If a retiree who has previously received terminal pay benefits returns to active employment, they are not eligible for additional terminal pay benefits.

3. 3.General provisions: Only those sick days earned during employment with Manatee County School Board shall be used to calculate terminal pay benefits.

a. The teacher's average base salary rate over the last five years of employment with the School District of Manatee County will be used to calculate terminal pay benefits.

~~a. For teachers, the order of use for sick days shall be earliest earned will be used first (First In First Out) except for days earned as of June 30, 2011. The days earned as of June 30, 2011, shall be the last sick days used.~~

~~b. For teachers, the daily rate for payment of terminal pay for those days earned as of June 30, 2011, shall be the daily rate at the time of the employees' retirement.~~

~~c. For teachers, the daily rate to be used for terminal pay purpose for those days earned after June 30, 2011, shall be the daily rate as of June 30 for the year the days were earned.~~

**Section 2 - Normal Retirement and Early Retirement**

1. Benefits Upon Normal or Early Retirement for Sick Leave Days Earned ~~Before July 1, 2011:~~ Employees paid under the teacher salary schedules ~~hired before July 1, 2011,~~ shall be eligible for terminal sick pay benefits at the time of their retirement from Manatee County School Board, if

they elect to take normal retirement as defined by FRS rules at the time of their retirement. Benefits will be paid in accordance with the following criteria ~~formula for days earned prior to July 1, 2011:~~

- a. From zero (0) year to the completion of the ~~third (3)~~ year 15<sup>th</sup> year of service in Manatee County, the daily rate of pay multiplied by ~~thirty five~~ fifty percent (35%) (50%) times the number of days of sick leave accumulated.
- b. ~~Beginning year four (4) to the completion of year six (6), the daily rate of pay multiplied by forty percent (40%) times the number of days of sick leave accumulated.~~
- c. ~~Beginning year seven (7) to the completion of year ten (10), the daily rate of pay multiplied by forty five percent (45%) times the number of days of sick leave accumulated.~~
- d. ~~Beginning year 11 through completion of year 15, the daily rate of pay multiplied by fifty percent (50%) times the number of days of sick leave accumulated.~~
- e. b. Beginning year 16 through completion of year 20, 25 the daily rate of pay multiplied by ~~sixty seven~~ fifty percent (60%) (75%) times the number of days of sick leave accumulated.
- f. ~~Beginning year 21 through completion of year 25, the daily rate of pay multiplied by seventy five percent (75%) times the number of days of sick leave accumulated.~~
- g- c. Beginning year 26 and thereafter, the daily rate of pay multiplied by one hundred percent (100%) times the number of days of sick leave accumulated

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

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

- a. From zero (0) year to the completion of the third year of service in Manatee County, the daily rate of pay multiplied by zero percent (0%) times the number of days of sick leave accumulated.
- b. ~~Beginning year four (4) to the completion of year six (6), the daily rate of pay multiplied by zero percent (0%) times the number of days of sick leave accumulated.~~
- c. ~~Beginning year seven (7) to the completion of year ten (10), the daily rate of pay multiplied by thirty percent (30%) times the number of days of sick leave accumulated.~~
- d. ~~Beginning year 11 through completion of year 15, the daily rate of pay multiplied by thirty five percent (35%) times the number of days of sick leave accumulated.~~
- e. ~~Beginning year 16 through completion of year 20, the daily rate of pay multiplied by forty percent (40%) times the number of days of sick leave accumulated.~~

f. Beginning year 21 through completion of year 25, the daily rate of pay multiplied by forty five percent (45%) times the number of days of sick leave accumulated.

g. Beginning year 26 and thereafter, the daily rate of pay multiplied by fifty percent (50%) times the number of days of sick leave accumulated.

### Section 3— Early Retirement

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

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

a. From zero (0) year to the completion of the third (3) year of service in Manatee County, the daily rate of pay multiplied by thirty five percent (35%) times the number of days of sick leave accumulated.

b. Beginning year four (4) to the completion of year six (6), the daily rate of pay multiplied by forty percent (40%) times the number of days of sick leave accumulated.

c. Beginning year seven (7) to the completion of year ten (10), the daily rate of pay multiplied by forty five percent (45%) times the number of days of sick leave accumulated.

d. Beginning year eleven (11), and thereafter, the daily rate of pay multiplied by fifty percent (50%) times the number of days of sick leave accumulated.

#### 2. Benefits Upon Early Retirement for Sick Leave Days Earned on or After July 1, 2011:

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

a. From zero (0) year to the completion of the third (3) year of service in Manatee County, the daily rate of pay multiplied by zero percent (0%) times the number of days of sick leave accumulated.

b. Beginning year four (4) to completion of year six (6), the daily rate of pay multiplied by zero percent (0%) times the number of days of sick leave accumulated.

c. Beginning year seven (7) to completion of year ten (10), the daily rate of pay multiplied by thirty percent (30%) times the number of days of sick leave accumulated.

d. Beginning year eleven (11), and thereafter, the daily rate of pay multiplied by thirty five percent (35%) times the number of days of sick leave accumulated.

Manatee Education Association

School Board of Manatee County, Florida

By: BNEP

Date: 11/20/17

By: [Signature]

Date: 11.20.17

1  
2 **ARTICLE XVII DURATION AND RATIFICATION**

3  
4 **Section 1 - Term of Agreement**

5  
6 This agreement shall remain in full force and effect for a period commencing July 1, ~~2013~~ 2017  
7 through June 30, ~~2016~~ 2020.

8  
9 **Section 2 - Full and Complete Agreement**

10  
11 This agreement constitutes the full and complete agreement between the School Board and the  
12 Manatee Education Association.

13  
14 **Section 3 - Severability**

15  
16 The provisions of this agreement shall be severable, and if any provision thereof or the applica-  
17 tion of any such provision is held invalid by a court of competent jurisdiction or as a result of  
18 State or Federal legislation, it shall not affect any other provision of this agreement or the  
19 application of any provision thereof.

20  
21 **Section 4 - Re-openers**

22  
23 Negotiations on the following re-openers shall begin on or before June 1 of each year unless  
24 otherwise agreed by the MEA and the School Board. Re-openers shall be:

25  
26 **ARTICLE XII - COMPENSATION AND HEALTH INSURANCE**

27  
28 And each party may re-open two sections of the agreement each year.

29  
30 For ~~2015-2016~~ 2017-18, the parties agree to establish a joint committee of members selected  
31 equally by the Superintendent and the Association President to ~~monitor the results of the FSA~~  
32 ~~validity study, legislative leaders' recent proposals regarding the use of national tests, the~~  
33 ~~District's grade and subject area tests as well as the implementation of the District's teacher~~  
34 ~~assessment system as they impact the pay for performance implementation.~~ review, evaluate  
35 and make recommendations to negotiations regarding modifications to the Differential Pay  
36 Salary Schedule, Appendix B.

37  
38 The parties may mutually agree to re-open any provision of the contract at any time.

39  
40 Manatee Education Association

School Board of Manatee County, Florida

41 By: BWP

By: [Signature]

42 Date: 11/20/17

Date: 11.20.17

**APPENDIX "A"**  
**INSTRUCTIONAL SALARY SCHEDULES**

The parties agree that if all or part of F.S. 1012.22 pertaining to performance pay is repealed or found void by a court with jurisdiction over the Manatee County School District, the parties agree to negotiate a salary schedule similar to the one contained in the 2013/2014 contract. ~~No teacher will be eligible for performance pay in 2014-2015.~~

There are two Teacher Salary Schedules, a Performance Pay Salary Schedule and a Grandfathered Salary Schedule. Placement on the Teacher's Salary Schedule is determined by public school teaching experience. A teacher will be given credit for all public school teaching experience, provided the experience was earned in the United States and provided the teacher was properly certified at the time the experience was earned. ~~A new salary schedule will be in effect as of the beginning of the fiscal year for 2009-2010. The salary schedule will include two lanes, one for annual contract and one for PSC (Professional Services Contract) for each degree level. All employees whose start date is after July 1, 2009, will be placed on the appropriate step on the~~ **Performance Pay Salary Schedule** ~~AG~~ salary schedule. **Teachers hired prior to July 1, 2009 shall be placed on the Grandfathered Schedule. Teachers on the Grandfathered Schedule may opt to move to the Performance Pay Salary Schedule as provided in law. Teachers opting to move to the Performance Pay Salary Schedule shall relinquish their Professional Services Contract and will be on Annual Contract status. In compliance with F.S. 1012.22 all instructional employees new to the district, returning to the district after a break in service without an authorized leave of absence, or appointed for the first time to a position in the district in the capacity of instructional personnel shall be placed on the performance salary schedule.**

**For Instructional personnel on the Performance Pay Schedule, hired on or before June 30, 2011 the compensation for a credited advanced degree shall be added to their assigned pay schedule Masters, Specialist, Doctorate and be a part of the permanent base pay. Instructional personnel on the Performance Pay Schedule hired after June 30, 2011 who hold an advanced degree in their area of certification will be awarded a degree supplement. Instructional personnel on the Grandfathered Schedule who hold a masters, specialist or**

33 doctorate degree shall be placed on the appropriate level of the salary schedule for that  
34 degree.

35

36 Advanced degree pay is part of the employee's daily rate of pay calculation when employees  
37 are contracted for additional days or hours.

38

39 One year Aadvancement on the salary schedules shall be based upon 99 or more days employment,  
40 including paid holidays, within the school district during the previous a school year. The method of  
41 advancement to succeeding levels ~~after the 2010-2011 school year~~ shall be determined through  
42 negotiation. There is no presumption of status quo with respect to advancement to a different level  
43 on the salary schedules. Note that no step advancement was awarded during the 2011-2012 contract  
44 year.

45

46 Vocational Teachers initially employed by the District after February 15, 2002 who are locally  
47 certified shall be granted full credit on the salary schedule for all previous work experience that is  
48 related to the assignment and/or area of certification of the employee. Such experience must be  
49 properly documented and submitted to the district for verification.

50

51 Teachers in the Deferred Retirement Option Program (DROP) who are approved for participation in  
52 the extended DROP program by the Superintendent of Schools shall be continued in the DROP  
53 program on an annual contract basis. The annual contract basis for renewal shall refer to the  
54 contractual status only and shall not affect the salary schedule placement of the teacher.

55

56 For the 2017-18 work year, levels 1a and 1b on the Performance Pay Salary Schedule shall be  
57 eliminated and employees on those levels will be moved to level 1c. Level 1c will become the  
58 new level for hiring purposes. In addition, each level on the Performance Pay Salary  
59 Schedule and the Grandfathered Salary Schedules shall be increased by \$200.

60 Manatee Education Association

School Board of Manatee County, Florida

61 By: BMP

By: [Signature]

62 Date: 11/20/17

Date: 11.20.17