

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 ~~10~~ 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: BMP

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 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: BND

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 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: REI

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: BAP

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 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

By: BWP

Date: 10/6/17

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

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: BAEP

Date: 10/6/17

School Board of Manatee County,

By: 28

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-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

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: BNP

By: DE

Date: 10/6/17

Date: 10-6-17