

MEA Negotiations Survey 2025 - Paraprofessional Bargaining Unit

1. Please indicate your level.

Elementary	104
Middle	8
High	18
MTC	1
Multiple Levels	5
Other	1

If "Other" please specify.

	134
Bachelor Degree in Mexico	1
ESOL Teacher Aide	1
VPK in a High School	1

2. Which of the following describes your current type of position and salary schedule?

Teacher Aide	75
ESE Aide	42
Teacher Assistant	15
Parent Liaison 1, Behavior Tech 1	2
Parent Liaison 2, Behavior Tech 2	3

3. To what extent are you satisfied with the current salary on the Salary Schedule?

Very Satisfied	2
Somewhat Satisfied	30
Somewhat Dissatisfied	32
Very Dissatisfied	73

4. Please select the number of years of service completed within Manatee County.

1-5 years	70
6-10 years	27
11-15 years	9
16-20 years	11
21-25 years	14
26-30 years	5
31+ years	1

5. To what extent are you satisfied with the current experienced based Salary Schedule step system?

	1
Very Satisfied	4
Somewhat Satisfied	41
Somewhat Dissatisfied	38
Very Dissatisfied	53

6. Please select from the list below that best describes your current Health Plan choice.

	29
Gold Employee Only	30
Bronze Employee & Child	10
Bronze Family	5
No District Health Coverage	14
Gold Employee & Child	4
Gold Employee & Spouse	2
Gold Family	5
Silver Employee Only	12
Silver Employee & Child	7
Silver Employee & Spouse	4
Silver Family	5
Bronze Employee Only	10

7. To what extent are you satisfied with the current Health Plan Premiums?

	3
Very Satisfied	14
Somewhat Satisfied	48
Somewhat Dissatisfied	22
Very Dissatisfied	19
Not Applicable (N/A)	31

8. To what extent are you satisfied with the current Health Plan Coverage?

	1
Very Satisfied	23
Somewhat Satisfied	53
Somewhat Dissatisfied	13
Very Dissatisfied	17
Not Applicable (N/A)	30

Question 9: See page 23.
For "Other" see reponses here ----->

If "Other" please specify.

	106
Bonus or similar based on merit or good evaluation?	1
Career retention bonus	1
Credit for masters degree level education and prior teaching experience	1
Duty by the paraprofessionals cannot exceed teacher responsibility.	1
ESOL Teacher Aide	1
Everything	1
Feeling of value	1
Have a coverage for Paras that are not ESE but place there because of shortage	1
Higher salaries for paras	1

I am saving money to do my Master.	1
I need a living wage!	1
It doesn't help to get a raise if the insurance goes up as well.	1
it wont let me continue if I dont pick one	1
Longevity	1
Longevity Bonuses for Para's	1
Longevity Pay We want the sum not it is built into my pay	1
More sick days	1
N/A	1
Na	2
none	2
None.	1
Para pay is too low	1

Paras Salary is not enough for a living.	1
Pay	1
pharmacy, vision, and dentist costs.	1
Seniority	1
Support and training with ESE department.	1
We are not all created EQUAL. I teach small tier groups everyday. I got a reading endorsement to help because other employees didn't want to have it any longer.	1
Workload and pay. The pay is not enough for the amount of work and being able to afford to live in Manatee County	1

10. Please provide any additional priorities for consideration by the negotiations team below.

	103
<p>1)The fact that many times, teachers are out, they can't find subs so paras become subs, then the paras, like in the lunchroom have inadequate support - 80 kids to 1 para. The support buildings are full of people with teaching certificates who should as part of their job, be a sub if needed at a school. Lack of availability of subs when so many people in the system who are teachers aren't teaching but doing other work. Having enough subs seems to be a chronic problem. 2)The fact that although we can accumulate a large amount of sick time, we either are afraid to use too much and get a notice about that or lose</p>	1

half of it at retirement if we don't have 15 or so years in the system. 3) Also, it seems that some schools could use more Student Support / Behavior Tech types of positions. Ours are being called all day long. They should maybe be a little more needs based.

1. Specific work rules t for paras. Example: If a para covers a class with no teacher (or have to perform any teacher job) for more than 3 hours they will receive an additional X number of dollars. If they cover for 3+ (or have to perform any teacher job) hours they will receive X number of dollars. Paras who cover should receive additional compensation regardless if they make more than an ESS sub per hour. With the lack of subs paras are being asked to cover classes and act as a teacher while still performing their

para jobs. 2. If a para is covering a class or performing a teacher's job they will not be asked to perform any part of their para job at the same time or be asked to make up any part of their para job they missed. 3. Additional compensation for paras who have to stay late due to late arriving busses or parent pick up. The union can say para jobs end at X time but you can not leave student and many schools are not interested in finding someone to watch the students and the paras have to stay late.

1

As a Para we don't get recognized enough as far as pay is concern. No we're not teachers but we get seen as though we don't matter.

1

cafeteria duties

1

ese aides and teachers
get more pay for the stuff

get more pay for the staff they have to put up with. Immediate response to these aides and teachers when they are accused of what ever, and have immediate access to legal rep.

1

Ese needs to be paid more

1

Every year the district has a big turnaround of ESOL Paraprofessionals, and several positions are left unfulfilled plus they are in the lowest pay scale (TA6_R), besides their duties they are also expected to translate for the school. My recommendation is merging the ESOL Paraprofessionals into TA6-R ESE pay scale which pays a little better.

1

Everyone from the bus people to the people that work in the kitchen all had raises and got additional pays, but not as parents. It's like we're

1

the last on the list to get any kind of consideration of better pay

Harzards pay at Horizon

1

I am a CDA and I teach VPK, I am still going to school but I'm having a difficult time paying for everything, actually I stopped going to school this year because of how little I make and how expensive groceries and bills are. I am teaching all day and the I cannot afford to fill my gas tank to come to school. You need to think of us, the CDA's - for we have the responsibilities of certified classroom teachers but are paid a quarter of what they make. Make it right.

1

I believe teacher assistants should also be considered in the COLA as well. We also have price increases and some of us if not all work two jobs to survive.

1

I feel when when you change departments you should not loose the yrs of steps and start over. Also the units that are self-contained need to be paid better, than other paras.

1

I have been teaching with the District of Manatee County for 18 years as a Teacher Assistant. I believe that in some cases experience triumph degrees and certifications. In my case I have all the above. Education, degrees, certifications and experience. I believe that any person that is in a teaching position as a Teacher Assistant and not getting teacher salary because of Technicalities, needs to be changed. Please, please look at the lives the teacher has touched and have changed. Or pay for the Teacher Assistant can go back to school and finish

1

her BA in Early
Childhood.

I have worked with the
district for 8 years. When
I moved from Cobb
County, GA I was
shocked to see that I was
going to be taking an
\$8/hr pay cut. My almost
20 years of experience
was capped at 8 years. I
think this was unfair and
should be corrected.

1

I thought I was hired on
at \$17.?? not \$16.??
Hourly

1

I wont lie it is getting
harder and harder to stay
with the pay and no move
forward. I have read your
MEA and Board
negotiations and Paras
are the last to be looked
at by some. It really when
said out loud seems like
insanity to stay and work
for \$507.00 after
insurance premium is
paid that leads me to....
Health care- I had this

conversation with Dr. Wysong about county insurance and why we don't go back to it and belong to a bigger network. He told me in a face to face meeting our demographic was mostly women and with women came pregnancies and more routine care so an outside entity probably would not see adding us as a good thing. Try anyway! We need something better! Pay- We are not all created equal and shouldn't be paid as such. How that looks I have no idea. I do know that a bring home of \$507.00 every two weeks is a slap in the face for 11 years of working everyday to help students. I got my reading endorsement because some educator didn't want to teach tier groups and I was like that opportunity is why I'm here. There are so many of us that will eventually leave if we are made to

feel like the help and while replaceable in position you wont replace us with experience and knowledge that years of being in the classroom has taught us. I have lots of responsibilities and my principal/fellow staff never has to worry about something if I am on it and that speak volumes and should be compensated for. You can not ask a teacher to do anything extra without giving them extra time or pay. TRUTH! Teaching opportunity- Your teacher to para program needs to be revamped or made more clear on what it actually offers, to me you already need a bachelor or an AA! I got sucked in by an email through the school email and I was just about to sign up for college last summer. I was at the very last part signing with the college through your program and when I got there after being told a lie that it was

going to cost \$15,000.00 for 4 years because of the amazing 30 % paid scholarship and other offers that it was actually \$40,000.00+. I could not do that to my family and at 49 add that kind of debt. I really feel like experience should play a roll. You hire people with Bachelors in Journalism but have no clue in the classroom and who ends up helping them the PARAS with experience. I was an instructor at MTC cosmetology nights and got that job with my 27 years experience. I taught students, used the same focus grading and work remotely online through covid, training fellow instructor to use canvas as well to also work remote. Some of us are qualified just don't have the degree and yet you hire the degree who aren't qualified, From what I hear there used to be free programs for paras to become

teachers. I would be willing to take classes toward a teaching certificate and sit for the test and I really wish this was something that was looked at closer by Department of Ed. Thank you for your time and consideration in all matters.

I work in a sped class and I am regularly hit, scratched, pulled on, hair pulled, etc. I am also in the bathroom changing diapers, dealing with diaper blow outs and girls period! This is among all my other duties! It is beyond ridiculous that I can make more working at Taco Bell! Throwing taco meat in a shell is apparently more valued than I am!

1

If Florida's minimum wage is \$13 and school districts paras starting wage is 25% above that, the district needs to prepare that when

minimum wage increases in 2026 to \$16, the school district paras staring wage needs to continue and follow the 25% above minimum wage schedule.	1
Look at Para pay compared to the cost of living...It's sad that we can't even afford rent and other things to survive, yet we work just as hard if not harder.	1
N/a	2
None	1
Our salary is so low. We need to do magic to live.):	1
Paras should get the "longevity bonus" as well.	1
please consider the cost of actual LIFE!	1
Please consider the costs of actual life. Thank you very much.	1

Professional growing opportunities.	1
Salary for paras that have been here for a long time versus paras just starting. Not a whole lot of difference in salary!!! I can not support myself after being employed for over 21 yrs. even after pay raises!	1
Salary range differentiation.	1
Salary, insurance and duty.	1
Something has to be done to fairly pay paras. We work long hours and work at a very stressful level. If you want us to be able to give our all to these students then we need to be valued and the pay should reflect that.	1
The fact that the beginning salary went up to \$15 an hour and other	

to \$10 an hour and other salaries didn't get raised to the same. If that level went up \$2 an hour then every step should have been raised that much. It's not fair to those that have been in the county already. It seems as if the value is put on the new people coming in and not on those that have been loyal to the school system.

1

To not work reef on early release days. Let reef staff work and get paid.

1

Why do Paras not receive a longevity bonus like other positions?

1

▼ Add analysis components

☒ 1. Please indicate your level.

☒ If "Other" please specify.

☒ 2. Which of the following describes your current type of position and salary schedule?

☒ 3. To what extent are you satisfied with the current salary on the Salary Schedule?

☒ 4. Please select the number of years of service completed within Manatee County.

9. Based on your priorities, please rank the following items for focus in this year's negotiations with 1 being your lowest priority and 6 being your highest priority.

1. Salaries on the Salary Schedule (744 ranking points)
2. Advancement of Step based on Experience (679 ranking points)
3. Differential between the Steps (614 ranking points)
4. Health Insurance Premiums (591 ranking points)
5. Health Insurance Coverages (587 ranking points)
6. Other (321 ranking points)