



MEA Negotiations Survey 2025 - Teacher Bargaining Unit

1. Please indicate your level.

Elementary	362
Middle	116
High	213
MTC	9
Multiple Levels	18
Other	6

If "Other" please specify.

	718
alternative 6-12	1
ESE Prek	1
None	1
PSC	2
Speech Language Pathology K12	1

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

Regular education student services	454
Exceptional Student Education Services	97
English for Speakers of Other Languages	16
A mix of two or more of the above student services	157

3. Please select your current contract status and Salary Schedule

Annual contract and performance salary schedule	497
Professional services or continuing contract and grandfathered salary schedule	227

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

	3
Very Satisfied	19
Somewhat Satisfied	198
Somewhat Dissatisfied	242
Very Dissatisfied	262

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

	1
1-5 years	203
6-10 years	152
11-15 years	103
16-20 years	73
21-25 years	99
26-30 years	55
31+ years	38

6. To what extent are you satisfied with the current Retention Supplement? (Teachers are eligible for the retention supplement of \$2100 after completing 16 years of teaching service in the School District of Manatee County. Teachers are eligible for the retention supplement of \$3600 after completing 25 years of teaching service in the School District of Manatee County.)

	7
Very Satisfied	38
Somewhat Satisfied	176
Somewhat Dissatisfied	169
Very Dissatisfied	159
Not Applicable (N/A)	175

7. Please select your current degree level.

	5
Bachelor's Degree	354
Master's Degree	320
Specialist Degree	18
Doctorate Degree	27

8. To what extent are you satisfied with the current degree supplements? (Masters = \$2,058; Specialist = \$3,536; Doctorate = \$6,106)

	2
Very Satisfied	13
Somewhat Satisfied	127
Somewhat Dissatisfied	149
Very Dissatisfied	241
Not Applicable (N/A)	192

9. Please select from the type(s) of Supplemental or Differential Pay you currently receive.

	153
I do not currently receive any Supplemental or Differential Pay	267
Positional or Assignment Supplement (Media, Counselor, Agriculture, ESE etc.)	80
Athletic Coaching Supplement	27
Team Leader/ Department Chairperson	85
Performance Arts (Music, Drama, etc.)	16
Peer Mentor	15
Student Group Sponsor/Assignment (Honor Society, Career/Tech, Forensics, etc)	37
Other	44

10. If "Other" please specify.

	655
21st Century Program	1
7 - 7	1
7-out-of-7 class periods taught	1
Additionally coaching supplement.	1
After care hours	1
Also CTE supplement	1
Also, mentor teacher and testing coordinator	1
and Peer Mentor	1
athletic	1
Athletic Coach AND Student Group Sponsor	1
Class covering and 7 to 7 schedule	1
Collaborative Planning	1

11. To what extent are you satisfied with the current Supplemental and Differential Pay?

	15
Very Satisfied	18
Somewhat Satisfied	125
Somewhat Dissatisfied	140
Very Dissatisfied	164
Not Applicable (N/A)	262

Counseling, I don't receive a masters supplement, is this because I am on the grandfathered masters schedule?	1
Degree supplement	1
Department Chair	1
District Science Fair Director Supplement	1
EDEP/21st Century	1
ESE	2
ESE Self contained	1
Extra Period Pay	1
Grandfathered Masters degree salary schedule	1
Honor Society	1
I also lead a Migrant tutoring program to make extra funds.	1
I am not as concerned with my differential as to the supplement other	1

less experienced teachers	
I do aftercare at Jesse P. Miller	1
I must work at after school programs.	1
I turned down the department chair position because the supplemental pay was garbage	1
I will receive \$25 for each student that passed the cert for Ducks Unlimited, end of next school year.	1
I work in the after care program too	1
In addition, IST Chair	1
IST chair	2
IST Chairperson	1
Master Degree Supplement	1
Master's Degree	1

Masters Degree	2
Masters Supplement	1
Media Specialist	1
N/A	1
negotiate for the Title 1 stipend for teachers and paras.	1
NJHS	1
None	1
Related to #7 and #8 (degree supplements): I have a J.D. and therefore not able to receive a supplement (due to non-education-related degree, but certainly indicative of ability level and skills useful for the ed system)	1
Retention and Degree	1
Retention supplement	1
Robotics coach	1
School Assessment Coordinator	1

School Counselor Supplement	1
Science Tutoring	1
Self contained pay	1
Senior Sponsor	1
Specialist	1
STEM	1
STEM Fair and MVS	1
suplimental only it should be more.	1
Team leaders spend a lot of extra time, and the compensation is really not worth it.	1
test coordinator	2
Testing Coordinator	5
Ticket taking	1
Title I school benefits	1
Tutoring	1

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

	75
Gold Employee Only	175
Bronze Employee & Child	40
Bronze Employee & Spouse	6
Bronze Family	20
No District Health Coverage	74
Gold Employee & Child	37
Gold Employee & Spouse	14
Gold Family	22
Silver Employee Only	112
Silver Employee & Child	62
Silver Employee & Spouse	15
Silver Family	24

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

	11
Very Satisfied	40
Somewhat Satisfied	215
Somewhat Dissatisfied	173
Very Dissatisfied	200
Not Applicable (N/A)	85

Bronze Employee Only	48
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14. To what extent are you satisfied with the current Health Plan Coverage?

	2
Very Satisfied	57
Somewhat Satisfied	245
Somewhat Dissatisfied	153
Very Dissatisfied	180
Not Applicable (N/A)	87

For question 15,
see page 57.
For "other" see here ----->

If "Other" please specify.

	548
.	1
A+ money	1
Academic Calendar	1
Accepting years experience that is from overseas teaching- with provided proof	1
Add Intensive Reading classes to supplemental/differential salaries	1
Adding additional supplements for arts at lower levels.	1
Additional NCH for media specialist during the year for reviewing books, completing textbook tasks, etc. There is not enough time before school begins and during the school year to complete all tasks in a	1

timely fashion when you have to teach classes too	
Administrative accountability	1
Administrative Waste of Money	1
All of the unpaid overtime we put in.	1
Annual contract. Teacher should be a regular employee without a contract that has to go year by year based on if Administration likes you. Many staff leave and favoritism is shown based on this it creates an unprofessional working environment and unprofes	1
Annual/One-time retention or performance bonus	1
Any extra I can get.	1
Attendance	1
b;	1

Being paid to do AP's job with textbooks.	1
bonus days for secondary Media Specialists and ER copay	1
Bring back the funded extra days for secondary media specialists	1
Bring back Title 1 Teacher compensation	1
Bringing back grants for highly effective teachers	1
Calendar	1
Capping experienced teachers at 12 years is almost useless. With almost 20 years actual experience I make \$300 more than a first year teacher.	1
Class size (Perhaps if you have larger classes, you should get more pay)	1
Class sizes for specials	1
COLA	1

Collaboration/Planning time	1
Compensation for using another health insurance and supplement for teachers that travel to different sites.	1
Considering years of service from another state	1
cost of living adjustment	1
Cost of Living Adjustments (one received since 2011 of \$600 and our costs are exceeding this with the cost of living increases whether property taxes, rent, insurance, healthcare,	1
County should be giving incentive pay for those getting endorsements. One time pay for obtaining certifications.	1
Discrepancy between Starting salaries and	1

Long term Teachers	
Different pay supplements per certifications.	1
Each high school should have 1 counseling position that is 11 month.	1
Employee Only health insurance should be *fully* covered; each employee should have the SAME amount contributed towards their health insurance premiums by the school board and the *employee* should be responsible for paying the cost of additional persons	1
Equal pay on all paychecks throughout the year and summer- it used to be this way before payroll change to the new system. That small paycheck in August is not fun for anyone.	1
Experienced Teacher Pay (see comment below)	1

Fairness in salaries! 16 years in with consistent high scores (typically the highest or top 3 for the school) and highly effective ratings and high and I barely make about \$1000 more than a brand-new teacher with zero experience.	1
Get a health plan that allows for HSA accounts!	1
GET TEACHERS PAID	1
Grandfathered employees not getting to move up the same steps as the performance pay employees--should be the same or the people that have been here longer should get more.	1
Grandfathered Salary	1
Health Insurance to retire before Medicare age	1
Health insurance/flex spending	1
Higher salary in general	

Higher salary in general for teachers	1
Housing, cost of living, the pay check can't keep up with them	1
I believe Title 1 Teachers who stay at a Title 1 school should receive some form of supplement. It is incredibly hard to retain highly effective teachers in a Title 1 setting.	1
I don't have an "Other" it required that the other have a mark.	1
I have a master's degree and 20 years experience and make just a little more than a first year teacher with a bachelors degree. This is such an insult to educators!	1
I think that the district should help out teachers looking to further their education - ie get their MASTERS	1
I would like elementary	

teachers to have a little more planning time. The RTI process (Progress Monitoring, daily entries into Branching Minds, monthly "Substantial Deficiency letters, etc.) takes up a great deal of our planning time.	1
Inclusion teachers (ASD, EBD, VE) need more pay. Paras/staff who are Ukeru and PCM trained as well.	1
It is embarrassing that teachers like me who have been here for 21 years are basically making the same amount as brand new teachers while politicians go around bragging about how much they've increased teacher pay.	1
It made me put something	1
It's ALL very important for staff who are grossly undercompensated for the amount of work being done to educate and	1

nurture the District's students.	
Just make sure I get paid decently	1
leave & bereavement	1
Levelling out pay for long term teachers and new hires. Its not fair that new hires get paid much more than those who have been here at least 10 years or more! Retention doesn't make up for it!	1
Master's Degree	1
MEA Dues and advocating for what a teacher, nation wide, is receiving.	1
media specialist additional days	1
medication/weight loss	1
Middle & High School Media Specialists should also receive a additional paid days to complete inventory and Collection	1

maintenance	
n/a	20
N/A The survey forced me to choose elements that do not apply to me	1
NA	6
Negations per person. Individual negotiations Not blanket salaries (steps)	1
negotiate for the Title 1 stipend for teachers and paras.	1
New teachers being paid more than teachers with 5 or more years	1
new to Manatee but over 20 plus years of service should be paid for years of service as an educator	1
Newer teachers should make more than BRAND NEW TEACHERS.	1
no other	2
Non renewals with out	

non renewals with out documentation, previous meetings with employee or professional development to address issue/concern	1
none	9
none-your survey made me pick a number	1
Nothing	1
Observations(see # 16)	1
Offer behavior management trainings with classroom coverage for ESE teachers and paras to help with challenging (violent) behaviors.	1
overall pay	2
overall salary	1
Paperwork reduction! Items are added but nothing is removed. The Field Trip packet is a prime example.	1
Pay	1

Pay for years of service especially from outside of district	1
Pay increases for years of service	1
Prescription coverage !!!!!! Highest priority	1
Prescriptions that are covered under Ventegra.	1
Professional Development Supplement	1
Promotional opportunities	1
Protecting sick and personal time, length of work day	1
Provide safe, non-toxic, non-hostile working environment.	1
Respect	1
Retention for longevity should start sooner. At 10 years.	1

Returning teachers are not receiving full credit for their years of experience. Despite having over 15 years in education, my salary remains the same as that of a new teacher. This highlights a significant issue of pay inequality among teachers. Priority!	1
Safety from high student behaviors	1
Salaries for experienced/veterans teachers and working double the amount of responsibilities.	1
Salary	1
Salary increase.	1
Salary increases for middle years. See below explanation.	1
salary is my biggest concern	1
Salary negotiations	1

Sarasota and other counties have addition supplements beyond \$500. for ESE teachers who are in charge of case managing and writing IEP's.	1
School Calendar and taking away national holidays for hurricane makeup days	1
See below	2
See comment	1
Streamline steps to access information and contacts for supplement eligibility and earlier time to be eligible.	1
summer check (including first check of the year) needs to be consistent	1
Summer Pay Supplement	1
Supplemental for working at Title I schools	1
Supplemental pay for Middle & High Media Specialists	1

Specialists	
Supplemental pay for Title I teachers	1
Supplemental pay for VPA teachers	1
Supplements need adjusted. Elementary supplements seem to be very a lot less than high school and middle.	1
Teacher authority	1
Teacher office depot stipend needs to come at the beginning of the year (August).	1
Teacher salary Step system	1
Teachers don't understand their pay or their step	1
Teachers that are in DROP do NOT need to be evaluated anymore. They have obviously shown that they have mastered teaching. The administrator's valuable	1

time could be spent elsewhere.	
Teachers that come with 20 years experience don't get salary recognition for that experience. We make barely a couple hundred dollars more than new hires. That is beyond insulting.	1
Teachers who have taught AP programs should receive the bonus money they earned whether they are in the district or not once the checks have been sent.	1
Testing	1
The \$500 supplement for TSA advisors is a disgrace to this county.	1
The expectations of a media specialist has increased...we need 5-7 days of NCH!	1
The prescription drug plan is TERRIBLE! I pay for the Gold Plan and have been trying to get	

have been trying to get approved for an injection medication for my arthritis. The drug company has REJECTED FOUR of my doctor's recommendations for me. What am I to do?	1
The yearly increases are extremely low. The insurance co-pays make it almost unaffordable to go to the dr. and receive treatment.	1
Title 1 stipend for teachers	1
Title 1 stipend for teachers and paras	1
Title 1 stipends for teachers	1
Title 1 stipends, ESE Stipends increase for self contained, and providers of ESE services -	1
Title 1 Supplements for Teachers (or retention bonuses for staying at a Title 1 school for	1

consecutive years)	
Title I stipend	1
Title One Pay	1
Title One teachers & paras supplement	1
Training should always be salary	1
Transparency in the evaluation system	1
Tuition reimbursement	1
Veteran teachers' compensation-- The "steps" are simply not enough.	1
We have clubs and things at the elementary level that do not receive supplements for but the students miss out if the club is not offered. It is a shame that we do not have supplements for programs at the elementary level.	1
When increasing new teacher pay make sure	

teacher pay make sure teachers that are 10 years in aren't making the same pay. There should be an increase across the board not just at the base salaries.	1
Why can't we receive have a 24 pay period and not a 22?	1
Work hours and hurricane make up days	1
Years of service given/honored on the pay scale. Supplements for ESE teachers.	1

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

salary improvement

MEA needs to negotiate with the board to find affordable healthcare! Most of salary goes to healthcare and that is unacceptable.

The people who hold administrative positions within the schools should be diligent in informing about changes and establishing strategies to implement them in an orderly and effective manner.

Title 1 teachers should receive a supplement because our test scores/school grades are almost always lower than other schools'. Media Specialists should get 5 -7 extra days inventory and other duties.

-Extra funds for Title I educators - Requiring people to only be allowed to hold a position ONCE within the union (as far as leadership, not building representatives) -Return to Blue Cross Blue Shield. Meritain is absolutely horrible.

-There is not equity when it comes to properly paying experienced teachers. I am completing my 19th year teaching in Florida and I make the SAME salary as a first year teacher. That is so upsetting. The salary advertised in this year's 2025/26 teacher interview flyer is higher than what I make now which tells me I am likely to make the same as a first year teacher again next year (my 3rd year in Manatee). This district has to care more when it comes to caring about teacher experience. -Also, I opt out of health coverage. In every other FL district I've worked in, there is a small perk to opt out... a 403b or a health savings account. This district does nothing and I am saving them money. Manatee County is behind the times in more ways than one. Touting the highest starting salary but all they seem to care about when it comes to recruitment. I teach here because I moved here but it is my least favorite district, by far.

1. I feel something needs to be done for those on the grandfathered schedule. I understand the law binds your hands somewhat, but I think there could be some creative solutions so we do not receive less than those on the performance schedule. Some type of supplement perhaps. 2. It is vastly unfair to those on employee only coverage who have to pay a premium considering he

much more the district pays for those with spouses and families. We should not have to supplement their health insurance. I know that sounds harsh, in all fairness, we should all receive the same amount from the district to go toward health care. For those of us without spouses/children, we could use the remainder of the district "health supplement" to cover other things like dental and eye coverage, etc., or put toward an FSA account. 3. There are a number of prescriptions that my doctor has prescribed for me that Ventegra does not cover. One of those is Mounjaro. I have been prescribed it for pre-diabetes as it is known to lower A1C. I was able to get a coupon for a month's dosage and in that ONE MONTH, my A1C went down. Ventegra does not have to cover the entire price. If they would just cover a portion of it, it would allow me to be eligible for Eli Lilly's discounts. As of now, we are not eligible for those since our insurance does not cover it. I was told by an employee that if they would cover just a portion, we would be able to get the company's discounts.

1. Master's should make more than a specialist with a bachelor's...just because they work downtown, feel like I am doing more in the classroom than people in the county office 2. Please include in my prescription plan: weight loss shots. N

all members want the surgery route which is covered. 3. Title 1 stipend 4. Something needs to be done about admin not being held accountable/powerplays (moving grade levels...to force out and nonrenewal with no explanation, etc) 5. THANK YOU FOR ASKING FOR OUR INPUT!!!!

1. Media Specialists get a half day a month for "training" but we do not get any time to collaborate together. Seeing how there is only one of us at each school, it is hard to do unless we do it on our own time. We have asked to have full day's training so half can be training and the other half collaboration, especially since we have PDP's that require collaboration with our peers. We have been denied. 2. Media Specialists at elementary, middle, and high school should receive extra pay- in the contract for extra days in the summer that they come in to get prepared. As I've stated above, we do the textbooks, not the AP's. Give us days and pay and we will do it. 3. Testing Coordinator supplement need to be increased drastically. The amount of work that they have to do is crazy. One other thing is that a principal can designate whoever they want for the job and ours has both our counselors doing the job. Which takes away from their main focus of students, schedule and meetings. They cannot give what

they should be given to the students. 4. Title 1 teachers should receive a supplemental incentive because their test scores/school grades are almost always lower than other schools. So the chance of them getting the A+ money or whatever it is called is not going to happen. 5. ESE Inclusion teachers should not have to cover an ESE chairperson's class when that person is out. It should be emergency coverage

1. Title 1 compensation-if there are too many Title 1 schools then the formula rating the teachers needs to be examined so that it is a level playing field for Title 1 teachers and they may have increases. For example, I had all high effective scores until the formula was used then there was no possible way to be highly effective 2. Increase of NCH time for media specialists 3. Employee health care paid by school district like surrounding counties (Gold Plan) spouses and family are not 4. Health Care when the doctors decide on prescriptions and treatment and it is covered by our expensive health care 5. Increase salaries for veteran teachers so that they can live in this area and have enough funds to pay their bills 6. Degree supplements are a joke! It needs to be increased! 7. Retention bonus vs longevity bonus...to me the 16 years and 25 years are longevity bonuses. A

retention bonus should be started to keep employees at Manatee County School District. A retention each year would be advisable.

1. Title I stipend for teachers and para
2. 5-7 days of pay for Secondary Med Specialists to finish duties when school ends

25 year teaching veteran's should not only get a retention supplement but should also be bumped up to a new salary threshold. Working our whole life for it to take 30 years for us to make HALF of what teachers in other states make annually is always a disappointment.

A \$1600 jump in contracted pay per year is nothing! I spend more in my classroom than this each year replacing items that students break, steal, or need for class and don't have. We need to recruit more ESE teachers by putting more than the \$25 "extra" in our paycheck. I've been in the district for approximately 20 years and am making \$57,600 with a Master's Degree, while a new, first-year teacher with a BA is making \$59,000. How is that fair?

Additional promotional jobs established for teachers who have their Master's Degree in Educational Leadership, have

passed the FELE and are currently in Assistant principal pool. Student Support Specialist with these credentials should be paid a higher salary than those who have just a Bachelors degree.

After 2 years of Highly Effective rating Observations, there should be no For observation for 2 years. One walk in is fine or one each semester. Formal Observations take a lot of time to fill a plan out all the Domain areas and plan a lesson to meet Highly effective in all areas for that lesson. These lessons are never a true picture of everyday lessons. Filling out and planning these lessons take so much time away from our daily teaching and planning time.

Agriculture/ FFA stipends that are provided are pennies on the dollar for the hours we put into these programs. No mention, we are only 11-month contract employees, however, we work 12 months out of the year, feeding animals and maintaining our facilities, so we essentially work one month for free. The 11 pay also needs to be discussed; it is my knowledge that administrators and counselors receive this extra pay, so the teachers who are educating these students should receive it as well. As far as my school is concerned, we have a very high turnover rate and this extra would be helpful for the teachers who

stay here. Thank you!

All teachers under \$60,000 should be moved to that pay amount.

Also negotiating an even pay schedule throughout the year for returning employees so that we do not have a "skinny check" in August. This is insulting to returning teachers and I feel as though this causes us so much unnecessary stress at the start of the school year personally as I need to replace clothing, get things for my classroom, and I struggle to even pay bills each August. This skinny check is understandable for new teachers and new employees to the district, but then our salary, while yes contractual as well, should be evenly disbursed to include that early August pay period.

Any grandfathered teacher would tell you we have been overlooked and devalued for years.

Arts Educators in Elementary do not currently have a supplement like middle school and high school. We do have the opportunity to apply for NCM, but that process is cumbersome. We are petitioning to get a supplement like the middle and high schools to pay us for extra time we put into the Arts program for our students.

As a family, with two employee's, it has always bothered me to be required to pay for both an individual and then individual and kids. One would think there would be some benefit to having two employees in the same benefit package. I always appears to be a high cost. I may be very mistaken.

As a teacher who has worked in the district of Manatee for 13 years, I am appalled that they "took away" my year and had me "start over" when I resign for a total of 1 month!! I lost a lot of compensation due to that rule. How is acting like that a way to make an employee feel valued and that we want to stay in the same district.

As an employee that has been in the MCS system for 24 years and watching new teachers come in getting paid about the same as me is insulting. I should be making way more than a new teacher.

Base pay rate is very low. A teacher with 16 years of experience and with master's degree (pay 53k) . That should definitely be considered.

Base salaries need increases that are more aligned with the economy costs to live and work in this area. Please reevaluate the health coverage costs.

reevaluate the health coverage costs. Additionally the actual plan; the participating providers have been very limiting.

Behavior problems at my school were bad this (Sugg) year and enforcement was so lax that is, imo, is bordering on "hostile work environment" issue.

better pay for teachers and school bus staff.

Bring back the MEA employee newsletter.

Can we please try to move to 24 EQUAL paychecks during the school year. What about 26 checks? We should be able to have two paydates a month for 12 months, which equals 24 checks. The district spent millions and millions of dollars on People Soft and we can't get equal checks. Also, why can't millage be broken into Summer checks? Summer is difficult because we don't get millage until our first check of the school year isn't a full check. This is frustrating.

Clear and consistent student cell phone policies.

Coaches don't make anywhere near minimum wage for the extra hours they put into ensuring our student athletes find success on and off the field.

Coaching supplements do not offer even close to minimum wage for the time spent. The requirements & expectations are to hold year round training which equates to labor standards that don't even come close to meeting basic minimum wage requirements. Athletic Coaching retention in Manatee County is AWFUL for this reason. A number of coaches are educators, or former educators, who deserve to be paid a fair wage. Other programs (JROTC, band, choir, arts, etc) allow their teachers to be paid on a teacher contract for the hours they do during the day for their programs and also offer a supplement in addition. Because these programs allow teachers to be active in their programs during the day, unlike coaches, they're able to have more manageable hours & therefore more equitable compensation for the time commitment.

Consider adding an Electives Department Chair at the middle school level. We have one at my school with 4 other ILT members, thus earning half of my stipend. Add a testing coordinator to middle school.

Consistency throughout the county as to how administration adheres to contract hours. It should be uniform as to when each elementary school requires teachers to begin their day and end their

day. Same for the academic resource teachers - why do some schools have trainings for things such as Heggerty, while other schools do not. Manatee needs more uniformity, otherwise school/district differences mean nothing.

Currently there is no incentive for teachers to obtain higher level education and that is just terrible. The county looks like it is pushing away any good, experienced teachers and just wants minimum leveled teachers they do not have to pay a lot... HOWEVER they want teachers to PERFORM astronomical feats - and do more and more and more every year...

Currently, only elementary media specialists get three additional days to use to count, receive and distribute textbooks. ALL media specialists need more than three days to complete this task. It is heavy lifting for at least 5-7 days and is usually being done on our own time to make sure students and teachers have what they need to begin the school year.

Degree supplements - Sarasota County masters degree pay (\$5,000) is more than double that of Manatee County (\$2,058). Title 1 supplement - Sarasota offers a \$3000 supplement. I know we have a lot more Title 1 schools, but

maybe it could help reduce teacher turnover. With so many teachers leaving the field, it may be beneficial to offer a retention supplement at a lower number of years with the district.

Different pay supplements per certifications. Not every subject area requires the same PD hours and certs. For example, English requires the MC PD (ESOL and reading hours) and there is no incentive for it. Also, I have the reading endorsement and ESE certification but there is not any extra pay stipend for that. More people would be willing to get certified if there was incentives in pay. Doesn't Manatee County want the most reliable, certified, and qualified staff? Then they need to pay for certification so teachers are willing to get the extra education. When I worked in Sarasota County, they paid me an extra 2k for the ESE certification. Also, the pay scale for teachers in Manatee County is unbelievable low. Teachers on a single income cannot afford to live here. The price of my condo insurance has doubled, so has my car insurance, and overall the cost of living. However, our pay barely increases. A couple hundred a year is not okay. I should not have to work two jobs with a masters degree and still not make ends meet. With all of the new homes being built (more tax payers) and the need for more schools, they

need to do a better job of retaining teachers by paying higher to live here is not difficult for people to switch to Sarasota County and get paid WAY more. We need to be more competitive with pay. Our union fees in Manatee County are also way higher than Sarasota County. I paid \$25 in Sarasota and they had better communication about what they were doing on behalf of teachers. Also, there were clear changes being made from their union in terms of pay and working conditions for teachers. This is lacking in Manatee County and we pay \$33 per pay. Teachers do not want to join the union for that much money if they are not seeing any changes being made. I am getting frustrated with putting that money in a not understanding what the union is doing because our pay is still terrible.

Discipline issues in Secondary (especially) are a major issue. Administrators are either scared of parents or the imaginary discipline matrix is an excuse (counseled and warned 30x). None of the deans at this school even know what the teacher authority act is!! Principals just want teachers to suck it up.

Due to elimination of my position as a SLP/A in 2021 I am currently taking classes and certification exams for my Professional Teaching Certificate. At the

time, my 20 years with the district was basically thrown out and I was knocked back down to Step 0 and I had to fight to get it moved to Step 6. I will never see longevity pay due to the lack of care in this district. One year later, the district started hiring SLP/As again and my principal was kind enough to offer my SLP/A position back to me if I wanted. My heart wanted to say yes, but I know better than to trust that it wouldn't happen again. I am dissatisfied with the pay scale and with the way hard-work teachers/employees are treated.

Educators in Title I schools face unique challenges and responsibilities, working with students who often require the most support. Despite our dedication and the significant progress our students make, we tend to move up the salary scale more slowly than our peers at non-Title I schools. This is largely due to the additional demands placed on us, which can limit opportunities for advancement. Furthermore, non-Title I schools frequently receive A+ recognition funding while Title I schools—despite achieving similar or even greater growth—are not always eligible for this financial reward. This creates a disparity in compensation that does not reflect the level of effort and impact made by Title I educators. For these reasons, it is both fair and necessary to provide a Title I bonus.

Such a measure would recognize the hard work and dedication of teachers at these schools and help ensure equity across the education system.

EOC teachers should receive supplements. High percentage of ELL's. ESE students should include a supplement.

Everyone makes the same starting salary for way too long. The increases need to start sooner. An experienced teacher adds more value to the school.

Follow up communication with strong advocacy for teachers and their rights. Teachers feel safe and acknowledged within the school setting.

For teachers to be able to attend their own child's field trip as a chaperone without having to use a sick day. For teachers to be granted automatic hardship for their child to attend their school of employment.

For the calendar, a few days off between the regular school year and the beginning of summer school would be great. Lower co-pays, premiums, and deductibles as well.

For the past few years, you have been "celebrating" the raises that you have

celebrating the raises that you have negotiated for us, but at the same time the health premiums and cost of health insurance keeps rising - so what raise are we actually seeing? We are also offering bonuses for teachers who sign on late, or are recently hired, without bumping up the pay for the teachers that have been here and not going anywhere - what kind of loyalty is that? There needs to be REAL negotiation for supplemental pay for having the ESO certification, the Reading Certification and other certifications that are "not required" but end up giving us that hardship and have taken the time to have it on our certificates MORE WORK! May incentivize our peers to actually get it. They also asked me this year to become a mentor teacher - but there isn't a pay increase for this. What are you actually negotiating for US THE TEACHERS? have more and more work added to our plate and yet you seem to only focus on our 15 minute bathroom break and planning - I WANT MONEY!

For years the county has not kept up with the increase in the cost of living. I have to work three jobs to afford living here. It is time for the county to stop paying the huge salaries at the top and give us a massive increase. Most people did not even get a salary increase because of the rise of insurance cost. Even on the gold plan, the out of pocket expense is

too much. The county needs to do better for their staff. No wonder there is a shortage in every area. Why work in Manatee county when you can get paid more in other counties.

Funding for after school care/tutoring programs, arts funding, fair evaluation

Get rid of these damned micro-steps! They are insulting to use as professionals and are a number 1 reason why so many people are leaving the district in droves. EVERY other surrounding county has a 1-1 salary schedule system to years of service. The fact that the district tries to save money on OPE salaries to be used at their level is demeaning and demoralizing.

h;

Health coverage for dental.

Healthcare, healthcare, healthcare!

Here's the thing. I appreciate what you all do for our salary. Most of what you are asking about doesn't apply to me. If we can keep salary going up and if we can keep health insurance down I'd appreciate it. I hate to say it, but I kind of feel like we need to be focusing on our finances right now. Our school finances are

basically getting used to cover lunch & bathroom breaks. We could use another para allocation and our paras need to be paid better. (I don't even get a para at my school because I'm a special area teacher!!)

Higher pay schedule for 5 and 10 years

Hourly wage compensation for extra time spent for dismissal/arrival duties at schools with a very large student body. For example, consistently (daily) having to stay 20-30 minutes past contracted time for carline on a daily basis should be compensated.

How is it that Florida, the 14 largest G in the world!!! #1 according to CNBC state with the best economy in the nation, 2-3 fastest growing state in the union, and rank according to the NEA the lowest average pay in the union!!! WHY CAN'T WE PAY ARE TEACHERS MORE?!?!?!?! YOU as an actual bargaining partner to Florida's teachers are doing a HORRIBLE job.... Your leadership makes over \$100K a year and our teacher must have two and sometimes three jobs just to be able to live in this state. You should be ashamed for sending out such a survey!!! YOU KNOW WHAT TO DO, We need to do more than just survive and we pay you to make that happen.

How much NCH time vs actual work required by teachers based on school age.

I am a highly effective teacher that has been teaching for around 15 years. I am at salary level 11HC. I make \$52,522 year. A starting teacher for the district (WITH NO TEACHING EXPERIENCE) makes \$49,825. I make \$2697 more (around \$50 a week more than a starting teacher). I think that is incredibly inadequate and disrespectful. I teach one of the best high schools in the district (a school that consistently makes an "A"), my performance reviews are near perfect and last year I was a nominee for Manatee County Teacher of the Year. I feel that the district (to be clear NOT my school) does not value me as a veteran teacher at all. I have looked at teaching in other districts and states due to the salary issue alone. This is the MOST important issue to me and one that I hope would be addressed (although I have no faith that the district or the state will do so).

I am a single person and I scrape pennies every month because we don't get paid enough to match the cost of living in this area. Not even close. The cost of living just keeps going up and our pay barely moves.

I believe teachers should receive payment if they have additional degree such as two Master's Degrees, if they are related to education.

I believe that salary is # 1 priority followed by Health insurance costs & benefits: BUT I would like GOOD coverage for a fair price. I believe that our salaries are being outpaced by health insurance premiums and costs both the district and employee. I also believe that our salaries are not keeping up with inflation very well. (Something better than nothing; however, prices continue to rise faster than our salaries. I also would like to address supplemental: if we are a lead or co-chair of something. Some of us have not been compensated for our Academy lead/co-lead roles for the 24-25 school year yet. We were still required to do the work of that position: we had to chair and have meetings with minutes, host 2 advisor board meetings, as well as plan academy days for students with activities even if the academy days were canceled. Last year we were compensated however, we have yet to receive anything for this year, nor did "contract" we signed, contain any mention about pay. Why must one wait 15 years for a retention supplement for the district? Why can't it happen every year on a scale increase?

I cannot afford to have the Gold family plan so I have the Bronze plan. My youngest daughter had to have emergency surgery. I will probably be in debt for 5 years as a result of this coverage. This does not include the birth and forth I had to go through with the insurance company to even cover my daughter's surgery. I have considered leaving MEA since you are NOT helping teachers and parents survive this economy. Now with the School Board who clearly disregards teachers' opinions, who knows what will happen

I don't feel like the testing coordinator stipend accurately reflects the ENORMOUS amount of work that job requires. The negotiators need to have someone come in and explain all that is required and expected, then raise the stipend to match the workload. This position is done on TOP of regular duties. Also, the IST Chair stipend - the MTSS coordinator is expected to do almost MORE work than the chair, but there is no stipend for that - there should be. Finally, do not discuss affordable housing at all - that is an insult. Put the money into salaries and pay your staff a living wage so that we don't have to have multiple jobs to make ends meet.

I don't know if this can be addressed

it is a commonly cited source of dissatisfaction among those of us who work in the schools: Too many people employed at the upper levels! Too many directors and assistant directors and assistant to whatever, etc.! At the school level we have been cut and cut and cut until there is next to nothing left and more work is added to the plates of those who remain in the schools. Where is the help? It's all at the PSC chatting around the cubicles and deciding where to get lunch. Put them back in the classroom to fill openings and send them out to the schools to help!!!

I feel that Media Specialists who are on the specials rotation full-time should either be entitled to additional NCH hours (more than the 3 provided to all media specialists) or a library aide.

I have 21 years in education. 18 in Massachusetts and 3 here. I have never been paid so little in my life! It is not even a livable wage!

I have 27 years outside the district but am paid as a 3 year teacher - please change this! Add lanes and steps for experience and degrees not supplements

I have over 25 years of service in education. The district accepted all of

years, but only paid me for 13 of them. This is the only profession where we do not pay a professional for all of their value. The stipends for fine arts are a joke, considering the amount of hours that educators put into the fine arts programs. The doctoral degree stipend is a slap in the face considering the level of education the teacher has earned. The district wants to retain teachers. Pay them what we are do and stop all of the different levels of pay.

I have spent over 20 years teaching. I have been with the district for a total of 15 years. with a few years in Hillsborough county and 13 years in charter school years at MSA, 1 year at Manatee Charter and 2 years at Waterset in Apollo Beach. I feel we are highly underpaid, especially with going into my 21st year of teaching with a doctoral degree.

I have the PPO and suddenly my thyroid specialist is no longer covered.

I have worked in the district for 11 years as a para and now 2nd year as a teacher. The health premiums are ridiculous. We used to have such better coverage too. I hope funding for ESE students does not get cut.

I know there is a lot of talk as to how much our salary schedule is compared

other districts in out state; however, I am still struggling to survive. I now have to take other part-time jobs to supplement my teacher income. I am an ESE teacher living alone with a master's degree, and still have to have other income to meet my NEEDS, not wants.

Paraprofessionals are even at a worse state due to their extremely low wages. Our paraprofessionals are a very important part of our special needs student education, and should be compensated as such. Without them, students would not have their personal needs met or be able to achieve the high standards that are expected for all our students. Our health insurance coverage is one of the worst as it comes from the Aetna network. Blue Cross and Blue Shield has much better coverage compared to Aetna. I have had more problems with this coverage than any others my whole career. I really wish I had a different company for health coverage.

I paid a lot to get a Master's in education and don't make much more than those without that experience or knowledge. Definitely not worth it. Why not give me a pay boost for those with high performance reviews to keep good teachers?

I teach at a Title I middle school. We

absolutely deserve a Title I stipend. This is something you need to negotiate for. Teaching at a title I middle school requires more expenses, more difficult behaviors, and scenarios that the schools in Lakewood Ranch could never imagine.

I think more consideration needs to be given for where new teachers from previous districts start in the pay scale. I left making close to 80k and now I'm under 60k. It makes us question if moving to the area and continuing with teaching is doable.

I think that Educators who move into Manatee County should be rewarded for their years of prior educational service. Making close to the same as a new teacher with over 25 years experience is not appropriate especially when Sarasota honors more years. The current salary schedule of tiers with a,b,c is not helpful. Also teachers who have multiple masters degrees in education should be rewarded for that as well.

I was hired on the premise that my base salary was 55,000. Now I see the renewal as 52,000. I do not understand the discrepancy.

I will be discontinuing my MEA membership after this school year. I am

membership after this school year. I am not satisfied with the president and feel she has served too long. I voted in the last MEA election, and was disappointed to see the opposition's platform was being disregarded. We need a president who has been in the classroom more recently and knows how teachers are feeling.

I work in a self contained ESE/EBD classroom in the middle school. While the supplement that was provided this year \$500 is lovely, it does not come close to the amount of money I have to spend on items such as sensory items, supplemental materials, cash out items (most of my students are on a token economy). I love my job, but it is very hard to live on this salary. I have my masters degree and I am only awarded \$2000 more per year for that. Additionally, my paycheck is not broken down into itemizations (for example, the amount for the annual pay, this amount extra for the masters, this amount for supplement, this amount for after school tutoring). It is very difficult to determine if I am getting paid correctly. Is it possible to have an itemized list each pay period?

I would be happy to take part, if offered the opportunity. With 31 years in the district, two graduate degrees, site leadership, and education advocacy, I would appreciate the opportunity to take

part and represent my colleagues and myself. We should be given all the district is able to support every employee. Until that is also the goal of the district administration, I see more and more leaving our district and also the union. People need to visibly see what the MEA is doing on their behalf and the results of the work being done. Thank Jason Troop

I would like for there to be a bigger difference between the earliest steps on the pay scale, or some earlier retention benefits for teachers to stay.

I would like to NOT make the same amount as someone who just began teaching today. I have been in the "bubble" salary for a few years and make the same amount as a person who was just hired today to work.

I would like to return to a straightforward salary schedule where steps are equivalent to years of service. The current tri-layered level system is confusing and misleading. We need significant raises in wages, not a few "steps" here and there. We're consistently told by the union that the district can only afford meager salary considerations. I disagree with this approach, the union should represent

needs of the members. Forcing a vote district priorities would be telling. Also weak messaging like wearing Red on Wednesday, etc. belittles our efforts and frustrates members who know such stances have little to no return.
Respectfully submitted

I would like to see the outside of school planning time option set to a district wide teacher schedule of 45 minutes before school opening with no afterschool option for elementary schools. Currently each school admin is at will to design outside of school planning times in 15 minute increments. This does not work for elementary school programs like EDEP and many others. It basically compels teachers to give up pay and additional time. Additionally, the "broken planning period" is useless -- what do you do with 15 minutes? Worthwhile meetings can't be completed in 15 or even 30 minutes. So teachers end up working significantly more free hours because they must be at school before kids to prepare for the day. When principals decide to break up planning times in 15 minute increments, placing planning after school in elementary, afterschool programs and teachers are impacted significantly.

I'll be shocked if you even take the time to read this in its entirety. The union,

especially president and vice president should be more present in our schools. They should be visiting classrooms, not just showing up when they are begging for votes. As someone who came from a pro union state, this has been a very weak leadership. I do not feel represented at all and think we need someone who has real and more classroom experience working with the teachers/paras they supposedly protect. We should be able to see you more than just in a few emails a year. Most of our staff don't even know what our union VP and President even look like outside a photograph; that is unacceptable. How can you help support us when you are never here with us. Be present, be in schools, be in our classroom, and actually talk to us in person. So many of your decisions have hurt us. When I have my next child next school year, my insurance will cost me more than my mortgage. Because of that I don't even know if I can afford to even work for the county anymore. Try living off 50k a year; you have no idea what that struggle is like. Inflation is out of control and our teachers are struggling to just feed our own families. I could make more money and have better insurance working for Target. I know this because I have looked into it because I have to since health insurance is literally killing my family financially. I have to pick and choose when I go to the doctor because

choose when I go to the doctor because I can't afford to take care of myself.

Please explain to me how when I first started in this district at 39k a year, I had more money in my pocket than I do now at 50k. You are too far removed from the reality us teachers are in due to your salary being so much more than ours. How can you represent us when you can't even relate to us. Be present, do better. I'd be surprised if you even read this to begin with.

I, as well as many other veteran teachers who have been consistently rated highly effective, are outraged that new teachers, with zero experience, are making as much as \$10,000 more than us.

If the district would pay a higher percentage of insurance premiums, it would effectively help the salary situation.

If TSA is important to the District; and the District loves the program and loves to have successful TSA kids at School Board Meeting and in the media; the supplement should be on par with golf, music and cheer. There should also be no pressure on teachers to do TSA or other non-compensated after-school work.

If you are past 20 years of service and grandfathered in why can't they just do a walk through a year instead of the dog and pony show?

Including a PreK Team Leader for supplement, as opposed to voting to pay a person filling that role.

increase pay and supplements. lower retention bonus (make it obtainable like then 16 years. starting at 16 deters teachers and the "bonus" is not worth the time) lower health premiums which I know you can negotiate. and increase coverage. what we pay not for getting nothing is ridiculous

Inflation from Apr '24 - Apr '25 was 2.3% Subtract that percentage from whatever percent raise I receive to see my actual year-over-year raise. (Ex. if the union negotiates a 5% raise subtract 2.3% that just got eaten by inflation. That 5% raise means a 2.7% raise in purchasing power). In the event that the union negotiations result in a 'raise' of 2% then my pay was cut by .3%. On paper I'm interested in taking on additional responsibilities, but the pay supplements are so low that there's no incentive. I'm also theoretically interested in getting Master's, but that pay bump doesn't pay for a degree.

Insurance is a very big problem especially when doctors provide refer for either procedures or medications & they are denied by those that simply c deal with the paperwork end of appro and such but not holding a medical degree or certification to practice medicine.

Intensive Reading teachers should ge supplement because we are doing Tie and 3 on a daily basis with no help fro the reading coach at my school. We a in the classes that no one wants to be and we need battleground pay for this It's tough!

Is there a place where I can find my updated salary with my masters degre supplement, student group sponsor stipend and athletic coaching stipend included?

It is ridiculous that we continue to pay high premiums and receive pathetic supplements for advanced degrees. It becoming increasingly difficult to stay Manatee when I can cross University make \$10,000-15,000 more a year.

It is very important for the county to understand that we work so hard for t families, also we all should not be goi to the stress of wait until the end of th schools year to find out if we will have

job the upcoming year. We should be a grandfathered plan! Thank you for a you do for us!! cn

It isn't fair that the retention suppleme only applies to teachers who have be in Manatee County. There are many highly qualified teachers who have be teaching 10, 15, 20 years or more throughout the course of their career & deserve to be PAID for their expertise Similarly, it isn't fair that teachers new the county with experience are makin the exact same salary as first year teachers.

It would be nice if we could add a che to the pay schedule, so that at the beginning of the year when we're usu paid a half check returning employees paid our final summer check back-pay dispersal along with the half check for the new school year. There are a lot o expenses at the beginning of the schc year, and trying to cover that while budgeting with a smaller check is real difficult. Stretching our pay out for one more pay period would be really helpf

It's difficult to justify national union he: getting paid so much more than teachers.

Keeping SSS and any Behavioral focused staff to maintain student

discipline throughout our schools.

Language about class sizes for special areas. Having multiple split classes with 28 to 34 students in a class is not reasonable or safe, especially kindergarten classes. Maybe additional pay supplements for teachers who regularly have split classes with 28 plus students.

Lower out-of-pocket and deductible. Equitable increases all the way up to teachers with 20+ years of service.

Lowering the first level for retention supplements (ex. - a smaller supplement for 10 years of service)

Majorly disappointed by our health coverage. My kids and I are covered under the gold plan with Meritain and still have to pay \$600 for 90-day diabetic pump supplies that were previously covered in full by my health insurance through FLVS. My son was diagnosed with ADHD this year (he is in 3rd grade) and our insurance refused the medication his pediatrician prescribed without first ruling out other medications his pediatrician said would have significant side effects for him. I came from teaching with FLVS and their insurance premiums are far less while their coverage is much more comprehensive (they covered my

more comprehensive (they covered my sons medicine at \$10/month before my coverage switched to SDMC who refused to continue covering his medication) because they VALUE the teachers. My husband changed jobs just so he could get his own health insurance because we couldn't afford the \$1200 per month gold family plan, and the silver and bronze plans would have cost much more in prescriptions and necessary doctor visits. I have been diabetic for 10 years, it is not a choice nor can I go unmedicated.

Make management spend money from the general fund. They are holding a large amount of money in reserves and we have not pushed them to spend that money.

Many current teachers are making less than the hire on salary, which does not make sense. It makes us want to quit and get rehired at the higher salary

Many seasoned teachers don't understand their step. It has gotten confusing over the years with all the changes and there may be pay errors. There is no method for teachers to cross check their pay over the years. We should get a report yearly on our pay step. New teachers pay is close to the amount of pay teachers that have been here over a decade. Teachers

here over a decade. Teachers supplements are low and in some cases being asked to be divided so that more people can benefit, but the job expectation is still the same. All supplements should be covered by the district and teachers should not have to give up pay if ILT needs more members. The district should cover all supplements.

Matching Sarasota County's degree supplements. If the millage were to ever not get renewed, my husband and I (both SDMC teachers with Master's degree) would consider making the move.

Media specialists at middle and high schools need to be paid additional days over the summer for compensated in some other way for the time we come in to ensure that textbooks are ready to distribute at the beginning of the year. Without coming in over the summer, it would be late September before all books could be processed and distributed since almost every subject has a yearly workbook that we must receive and distribute.

Media specialists keep having additional tasks thrust upon them without compensation. Not only are we teaching all day and having to plan for 6 different grade levels we also have to handle all the textbooks for the campus. Last year

reviewing all books in classroom libraries was added as an additional task without any compensation. In order to complete these tasks I work on the average of an additional 10 hours on campus and many, many hours at home reviewing classroom library books. We need to have additional NCH since these expectations have been added. The time frame to complete tasks are so narrow too. Impossible to meet the time frame when the media specialist teaches all day.

Medications not being covered under health insurance plan despite paying Gold Level coverage. I have never not had these medications covered on other health insurance plans.

Meds and medical procedures being covered. I had to leave our insurance because they would not cover meds I had been on for many years. I was paying for the gold plan and still had to pay \$2000 out of pocket for a procedure. I had the same procedure done again after switching to my husband's insurance and it was covered 100%.

More money for teachers in general, we are not paid enough, and need to negotiate for the Title 1 stipend for teachers and paras.

More negotiations need to be done regarding health insurance premiums. We are paying WAY too much money the lack of coverage we are getting.

More opportunities for monetary supplements for completing professional development.

More resources for curriculum (particularly AP/IB); more training opportunities throughout the year and/or refresher courses for summer training

Moving SLP to possible SAMP schedule

My biggest one is pay. I came from a northern state where pay is pretty good. I would like to see more than 48,000 as my base pay.

My salary would feel so much more substantial if it were not gutted by health insurance premiums.

N/A

NA

Need to find a way to keep people in Manatee. Pay and insurance is too high. Reason people are leaving. 20+ years and I don't make much more than a first year teacher. I have to work summer school and 21st century to survive.

school and 21st century to survive.

negotiate for the Title 1 stipend for teachers and paras.

New hires making almost 9 grand more than I do with 15 years experience as teacher.

Nix WEX. Customer service is awful and they ask for documentation LONG after services have been provided and paid for.

None

Not allowing feedback about our superintendent. Holding meetings that will have an impact on teachers and the community held during working hours. The supplement for ESE is not even close to covering what we do, between early pick up, late pick up, IEPs, no lunch, no free periods, we work a full 60-70 hour week. That is just at school.

Option for sick time hours earned for emergency coverage instead of hourly pay. Regarding salaries on the salary schedule-accepting additional years of service above 12 years and continuing to add pay for the lower levels of the salary schedule so those of us with a decade or more of experience earn significantly more than new teachers.

Our current teacher salaries do not match the cost of living in this area at It is very discouraging. I am a lifelong Manatee County resident. I feel like we need to treat our front line teachers much better! Salaries at the top are outrageous compared to the people who are actually educating the students. Also, why does our benefits department keep spending unnecessary funds on excessive supplemental programs? Consolidate some of these "helper" services, and reduce our premiums instead.

Our health care premiums are very high considering our coverage is not that good. Copays for specialists are \$50 on the silver plan, which gets pricey. Not everything is covered, even when we order it (For example, we went to Urgent Care as my son broke his arm a weekend. We received a bill for x-rays. How does that even make sense??) I had to see the allergist twice as insurance would not cover allergy tests at the first appointment. That is \$100 copays. Salaries for teachers that come with many years experience do not make that much more than a first year teacher. Again, how does that even make sense? What incentives are there for teachers to work in this county instead of others?

Our teacher salaries are significantly

lower than those in Sarasota County, they should be adjusted to be more competitive. The current pay gap is contributing to a growing number of teachers leaving the district. To improve retention and recognize excellence, educators who receive a "Highly Effective" rating should be awarded a more substantial performance supplement. Teacher salaries must keep pace with inflation. The cost of living in Manatee County has risen significantly making it increasingly unaffordable for educators. As a result, many teachers are forced to take on second and third jobs just to make ends meet. Addressing this issue is essential to attract and retain quality educators in our schools.

Teachers need more pay and our health insurance premiums are insane. Also, a new teacher should be making more than a staff member that has been here longer. It is unfair that new teachers are making 55,000+ per year when teachers who are here for more time make less.

Teachers need to have more competitive pay to make it more desirable for others to want to work in the education field. ESE classrooms need better support from district and admin; if admin is going to pull teachers out of their classroom to cover other positions, there needs to be supplemental pay for it. If admin is going

to pull paras out of their classrooms to have them cover classrooms i.e., teach then they need to pay them supplemental pay and make sure there's still enough coverage for their current classrooms. It needs to be made sure that ESE classrooms have two adults in their rooms at all times including during staff breaks and lunches. If they can pay the superintendent \$235,000 a year then they can fork over the money to pay everybody properly.

Part-time MTC teachers have not received a raise in at least two years. Also, we received only 1 hour of planning before our classes started in the Fall and 30 minutes of planning before our spring semester.

People that work in the district at different positions and move into teaching lose too much seniority and steps. Would be nice to have something to help offset the loss and help protect from being cut due to someone in that position only a little longer than you but you have been in the district much longer.

Perhaps perks that do not cost the district like comp time etc. or extra planning/collaboration time. Time in the beginning of the year to plan with coworkers.

Please clean the air ducts and fix the leaks in the schools. We have been sitting ducks in hot, mold-infested classrooms all year and per the District, there isn't "an issue".

Please consider for expanding retention supplement for less years of service also, for instance 6 years is \$800 and 10 years is \$1500. I see many new teachers leave within the first 10 years and a small incentive sooner may sway them to continue their service in Manatee County.

Please consider teachers rehiring process. This process must be reviewed to ensure teachers are getting fair salaries.

Please negotiate for elementary vs. secondary teachers to receive a supplement like secondary colleagues.

Please prioritize raises FOR EVERYONE (including grandfathered teachers). Advocate for raises that reflect the standard of living in Manatee County. People can live on the salaries they are being paid. It's not okay to continue to expect people to work 2 or more extra jobs. Prioritize mental health and workload in the form of lower student/teacher ratios. It is unreasonable

to expect teachers in a core class to have more than 150 students. There should be a supplement for EACH class sponsor (in high school), not just juniors & seniors. Sophomore & Freshman sponsors put in a lot of extra time too.

Please stick with percentage raises vs level movement. Please consider emergency coverage shifting to pulling teacher aides from what they were hired for. Either prevent that from being protocol, or use the substitute money the aide that covers for a teacher. If we can't directly pay the aides, please consider language that gives the substitute money (\$120) to the school each time a teacher uses sick hours & no substitute is assigned. Those dollars should NOT remain in the district budget if sick hours are being used.

Please, please, please consider the hundreds of employees who pour their heart and souls into working in Title 1 schools which tend to be underperforming and those employees may not receive as high of raises due to socioeconomic status barriers for many students.

prescription benefits coverage, less penalties for drug brand usage, less limitations, better coverage, less hassle/run around from the our

hassle/run around from the our prescription plan over obtaining mediations

Principals are "requiring" duties outside of the contract because there is not enough staff for arrival, dismissal, 10 minute morning break, and planning times. Teachers are burnt out and not getting their planning time due to meetings, team planning, and required data meetings. Principal /AP surveys have NO questions about staff and how they feel they are being treated... each of the 8 questions ends in "meeting the needs of students" no one is asking if staff's needs are being met. Teachers overwhelmed and burnt out because of all the above mentioned. Thanks for fighting for us!

Raise salaries or you will lose good teachers. Better benefits because everyone complains they are terrible.

Raises to make living where we teach possible

Regarding salary: I taught 25 years in Sarasota and was earning \$90,000 / year 5 years ago. I am very dissatisfied with my current salary of \$53,000. I started 5 years ago in Manatee at \$47,000. Seasoned teachers who are bringing years of knowledge, training,

experience and expertise to the table should be paid much more. My student and this district are benefiting from all those years of intensive training and experience. I was the countywide reading teacher for 3 years and have taught SWD and ELA my whole career. Additionally, I have 2 masters degrees that I completed while in Sarasota. Sarasota pays an additional \$7500 Masters+45. Sarasota Schedule BA+: \$2500 MA \$5,000.00 MA+45/Specialist: \$7500 Doctorate \$10,000.00 Manatee will not even recognize the additional training and education that I bring to the table, which was expensive by the way. Sarasota has 43,000+ students and Manatee has 53,416+ students. Where is the money going? The stipends, bonuses, retention money in Manatee are not on par. Cost of living here is similar to Sarasota. We get the millage just like Sarasota. I really do not understand this massive discrepancy in pay from Sarasota to Manatee. Here, I was given 8 years credit when I moved from Sarasota to Manatee. Then I think a couple more were added with some contract. I am finishing my 5th year in Manatee county which would put me at 13-15 years for Manatee County. At 15 years I will be earning \$53,000 per year in Manatee next year vs. \$68,000 in Sarasota for MA+45. It is truly a slap in the face. I understand "loyalty to the district" but sometimes people

need to move or make changes. In another job, when someone is hired, they receive a BETTER salary, not worse; half! It is mind-boggling. I have 2 sons who are electricians and every time they move jobs they earn \$10,000 more for their expertise and what they can bring to the table. They are both earning around \$80,000-90,000 and they have only been working a few years! I would really like to see this changed. Not just for me but for future teachers. For me: - I would like at least receive the "specialist" pay. I think this is something you can change when you negotiate this year. Make it MA+45 / Specialist like Sarasota. - I would like to see more aggressive negotiating for salaries. This district is bigger than Sarasota; it brings in more money for FTE or whatever, yet the teacher pay is severely deficient. - I would like to see a substantial raise in salary. I am retiring at the end of next year. It is not unreasonable to earn \$65,000 per year for 15 years of service. - Maybe this has already been done with the change made in the past couple of years, but accepting 10 years from a transferring teacher is pretty standard. I will be honest with you, I did not like the union in Sarasota because over the years I saw many teachers who were protected by our union. For this reason I was very reluctant to join the Manatee FEA. But one thing can be said for the

Sarasota Union Reps, they fight aggressively every year for better pay and benefits. I would like to see this improved here in Manatee. Literally, this year in Manatee, I am bringing home less than last year because we received a measly 2% raise? and then were charged, what was it, 10% more for health care? That is reprehensible. Regarding Health Care: My husband had to retire because of serious back injury and other health issues. He completed his 6th back surgery last summer. We had an absolutely horrible time working with Aetna. They deflected, passed the buck, and flat out lied to us. 1. We have at least \$10,000 in medical bills. My husband spent hours and hours and hours on the phone trying to parse out what was owed and what was not. He also spent many hours with the Manatee District's representative who was very helpful and I would like to recognize. (On the other hand Aetna representatives told us 10 different things and much of it was lying. Aetna did not seem to know their left hand from their right. 2. The coverage is very disappointing. I need a sleep apnea test and they won't pay for it. Many medications my husband needed, they would not pay for. They told my husband that "this is better for RA than that is better for Asthma." 3. Weight loss coverage of any kind has been an issue with all plans I have ever had, but I would

like to have some kind of weight loss medications and treatments available. They even think any medication is useful for weight loss, they won't cover it. They do not cover my hormone replacement therapy. They wouldn't cover my husband's pain medication. Aetna is constantly deciding for us, the patient that "this other medication will work better for you." They aren't doctors! But we have to use what they give us. It is ridiculous. 4. Lastly, when I left Sarasota 6 years ago, teachers did not pay anything for their health care plan. I don't know if that is still the case, but I think the amount I have to pay just for myself is steep. Right now I am paying for myself and spouse. We had to go down in the plan coverage because it was so expensive. Especially since Aetna would not cover what we need and we have to pay out of pocket to get it. -I would like to see the per paycheck cost go down substantially. -Add weight loss treatment. -Maybe get better insurance that is more cooperative and doesn't dictate what they think the patient should be taking instead. Kay Harloff BCMS

Regarding Supplemental or Differential Pay; I am a certified teacher with multiple certifications in both Gen Ed and ESE (PK-12). I do not receive any supplemental or differential pay, even though I have an integrated PK class

(gen ed and ESE students) and I am the case manager responsible for 5-7 IEPs each year. This includes all progress monitoring, progress reports, annual IEPs and meetings, as well as articulation meetings. This is in addition to the responsibilities for my gen ed V students. If some kind of compensation could be considered for those of us who are in this situation, it would be greatly appreciated.

Retention bonus for lower years. We are losing teachers after just 3-5 years.

Retention bonuses should be awarded sooner, and it would be helpful if there was more info on the goal of these bonuses and then data to see if those goals are supported. We should be focusing on getting younger teachers stay and older teachers should already be earning more through supplements; they are the ones who should be in leadership positions within the school (Department head, club sponsors, committees, etc...). Also, many young teachers are already getting the harder classes because of seniority and that further drives burnout rates and in turn there are way too many inexperienced teachers who are relegated to teaching our most at risk populations as well as the lower 25%. These teachers should be getting compensated for this as the

are taking on classes that many tenured staff would quit/change schools before they took on those classes. Also making it worthwhile to get a degree in this county. It would take me over 30 years to pay off just the principal of my Master of Education leadership degree through USF if I only put the supplement pay towards it. In no way are we promoting our staff to grow their pedagogical knowledge by seeking higher education opportunities.

Right now I am only making 49K. That barely pays the rent, this is my 3rd year teaching. We need raises across the board.

Salaries for Inclusive teachers need to be higher. Teachers that work at Special schools in the district should also get higher salaries.

School counselors should not be testing coordinators.

Schools making cuts and counselors have to cover for the cuts and we are dealing less with students' mental health and more with covering testing, lunch duty, ESOL, Gifted, on the Fine Arts wheel, IST chairs, 504 meetings.

Since they are trying to retain teachers, give teachers a salary where we don't have to work several jobs just to make

end meet.

So much is not covered by our health insurance - we need better coverage. Too many things have to go towards deductibles: CPAP machines, in-office surgeries, CT scans, colonoscopies (if polyp is found - but isn't that preventing cancer?), and now some blood work too?! Too many out-of-pocket expenses.

Some sort of retention bonus should be at 10 years in the District. Title I teachers deserve a stipend, and I don't want to hear that it's not possible... the workload difference from Lakewood Ranch to Palmetto is huge and compensation should show that. And, again, it's utterly ridiculous that the starting pay and 5-year, 10-year, 15-year (etc.) salaries are just a few hundred dollars apart.

Speech-Language Pathologists (SLPs) play a vital role in the educational system, supporting students with communication challenges that directly impact their academic and social success. Despite the critical nature of their work, many SLPs are asked to take on additional responsibilities—often without compensation or formal recognition. This includes supervising bachelor's-level SLPs, graduate students, and Speech-Language Pathology Assistants (SLPAs), a task

that requires time, expertise, and accountability, scheduling meetings, coordinating with stakeholders, providing in-services to teachers, writing IEPs, completing Medicaid billing (which brings in millions of dollars to the district). In many school districts, the shortage of SLPs has become a pressing issue. As experienced professionals leave due to burnout or lack of support, districts not only lose valuable staff but also face financial consequences. Unfilled positions can lead to missed services, legal compliance issues, and ultimately a loss of funding. Our contract states substitutes or coverage will be provided; yet, when SLPs are absent—whether for professional development, personal time off, or district-mandated meetings—there is often no coverage provided. Instead, SLPs are expected to "make up" missed minutes, adding to an already demanding workload. It is important to recognize that the educational preparation of SLPs is extensive. A master's degree in speech-language pathology is a rigorous, clinically intensive program that surpasses the requirements of many specialist degrees. In fact, the scope and depth of training for SLPs more closely align with that of school psychologists. If creating a new supplement specific to SLPs is not feasible, aligning compensation with the existing specialist supplement would be

a fair and practical solution. This adjustment would not only reflect the level of education and workload SLPs carry but also serve as a meaningful step toward retaining qualified professionals in our schools. By acknowledging the scope of SLPs' contributions and ensuring equitable compensation, districts can foster a more sustainable and supportive environment—one where students, staff, and schools all benefit.

Starting school year in early/mid August seems to be too early compared to other parts of the country or the world. We are now more global and have so many immigrants from different countries. It is still so hot in Florida in August, and so students miss the first couple of weeks of school or many families sacrifice themselves to return to school early when they want to spend more time with family members out of town or country.

Summer pay periods - please find a way to keep the checks consistent. That way the first one in August is dismal and sets a bad tone for the start of the year. It's a terrible way to welcome back teachers.

Supplemental for Title 1 Schools

supplemental pay for teachers in Title schools to be considered.

Supplements/stipends for higher level degrees could be increased...

Support for ESE Prek education

Teacher certification requirements need to be looked at. The process of renewal and contacts at the school board to handle with the process are nonexistent.

Teacher day, planning, evaluation system... why have to continue if you have been Effective and highly effective since it began?? It puts stress on teachers and Administration and is still subject to School safety, all the concerns! Protecting retirement, raises to help us be able to retire. Our salaries are low and after 29.9 years and make about 12K more than beginning teacher. It is an insult!

Teacher pay is unacceptably low.

Teacher pay should be revisited! New teachers are earning more than experienced/veteran teachers and that's wrong! Also teachers that are performing in double classroom settings, meaning teaching more than two classrooms or a teaching more than one language, should be compensated extra as well (Ex. Dual language Program). We are losing amazing teachers due to the low

salary compared to other counties that are paying more. I am proud to be a Manatee County school teacher and would love to be able to encourage other new teachers to pursue this wonderful and dedicated vocation knowing that it is worth the sacrifice that we all do for our students.

Teacher salary should be the main focus. As qualified professionals, teachers are grossly underpaid and fighting for livable wages should be the number one priority.

Teachers in Title I schools deserve additional compensation because they work in high-need environments, often taking on extra responsibilities to support students facing poverty-related challenges. They manage larger workloads, provide emotional and academic support, and help close achievement gaps, all while facing high burnout and turnover rates. Title I compensation recognizes their vital role and helps attract and retain skilled educators in underserved communities. Title I teachers often times do not have the opportunity for the A plus money given to A schools.

Teachers need a raise.

Teachers need extra money when working at Title 1 schools.

Teachers should get credit for years worked in other states. It is time put in

Teachers should not be receiving an annual contract they should be a regular employee, teacher contract should be differentiated based on elementary middle and high school extra responsibilities including before After School dismissal lunch duty. This differentiation is necessary because upper grades are required to partake in any of these activities unlike elementary. Staff should not be able to be dismissed without cause, the annual contract does not incorporate teacher performance or what is being done by teachers in the classroom it allows for abuses and favoritism from Administration it also creates an environment of stress because of this

Teachers that are in DROP do NOT need to be evaluated anymore. They have obviously shown that they have mastered teaching. The administrator's valuable time could be spent elsewhere.

Teachers that have years of experience should be making more money.

Teachers who are rehired in the district should be given all their years of service back that they served with Manatee

County. For instance, if rehired after previously completing 15 years with the district, they should not be only given 5 years of service, they should be given 15. I really feel that the district should honor all years of service in a Florida public school, but the least they could is honor the years a teacher worked for them. Additionally, all ESE teachers should receive a position supplement in my opinion. Other counties already do that. And finally, the percentages for raises need to be attainable for all. Last year the higher percentage was based on steps/years of service in combination with performance. If we no longer get steps, we need a way to attain the higher percentage, otherwise we are stuck. Thank you for listening.

Team leader supplements should not be split at schools. Everyone should get the full amount

Technology and Textbooks - ESOL has not had an updated textbook in a long time. We're working with books that are really, really, really ancient. Also, our laptops are needing updating. This would make a huge difference. I'd love to see technology like Blooket accounts that are given to the English departments to work on vocabulary development. Students love to learn and this would be helpful

Thank you

Thank you for representing us

Thank you for seeking our input and for your hard work for us!

Thanks!

The \$500 supplement for TSA advisors is a disgrace to this county. These people put in HUNDREDS of hours with these students.

The 9th and 10th grade English, Algebra Geometry, and Biology EOC teachers have the stress and pressure to get every student to pass and show gain. Students can not graduate and the school grade is impacted by the FAST and EOC results, yet there is no supplemental pay for these EOC teachers. We are one of the lowest paying states in the country. The cost of living in the Bradenton area has increased greatly over the past few years, yet our salary has not matched a cost of living adjustment. We are never getting ahead with our salaries. We are just surviving each year. So many teachers have second jobs to live in Bradenton. Also, I understood years ago that starting teacher's salaries needed to be raised, but teachers that were working 10 years

or more are making almost the same amount. The index for all items less food and energy rose 2.6 percent over the past 12 months. The shelter index (+3.3 percent) was the largest contributor to the total 12-month increase in the all items less food and energy index. The index for owners' equivalent rent increased 3.3 percent over the last year.

The biggest frustration is teachers who have been teaching a long time and have Master's or higher are not benefiting from teacher pay raises the same as newer teachers. With the state negotiating bringing back continuing contracts for teacher retention, there should not be a huge discrepancy between the % of raises for continuing and annual contracts.

The cost of living in Manatee County is too high compared to what teachers are paid.
<https://livingwage.mit.edu/counties/12>
If you are a family with children, it's even more challenging to get by. Teachers should not have to work multiple jobs to make ends meet when they already work outside of contract hours for this job.

The cost of living in this county does not match our pay. I have worked 2 jobs to make ends meet. I think it is sad to have a master's degree and

still working 2 jobs to just make ends meet. Our jobs are no longer valued. The people that make decisions for all of us that are on the front lines everyday, have no idea what it is like to be an educator in society today.

The cost of living is high and our insurance has gone up the last several years. We need to make salaries higher or help do something with the insurance policy we have. We work so hard and should not have to stress money so much.

The current salary is too low. I cannot afford to buy a house, I may look to Sarasota County for a new teaching job.

The current salary schedule does not allow for teachers to see immediate pay increases even with highly effective ratings. I strongly believe if pay raises happened on a more frequent basis, including cost of living increases, this would boost morale and continue to retain strong, quality teachers.

The current test coordinator stipend for middle school is insulting for the amount of work that the position requires. When an assistant cheerleading coach earns at least double that, something is wrong. This stipend needs to be the equivalent of teaching 7/7 because it is in addition

to my full-time job. As a school counselor who has to split this stipend with the other counselor at my school, the \$75 receive for testing coordinator is truly unjust and doesn't begin to compensate me for my time, energy and stress.

The deductible for the emergency room is WAY too high. Teachers pay is not keeping up with the cost of living.

The fact that a brand new teacher gets paid the same amount as someone with years of experience is very insulting. This issue should not be trying to lure in new teachers with higher pay, but compensating those who are actually staying. You're losing a lot of teachers and will continue to do so unless this changes. It's embarrassing to be in the news for being the lowest paid state. In addition to that, we are currently living in one of the most expensive areas. Teachers should not have to get summer jobs, or have second jobs just to live.

The insurance is so expensive that I cannot afford to use it. If the pay was higher or insurance cheaper, it would be more balanced and feasible. One other concern is the pay for higher degrees. I'm working in my masters but the increase is small for the amount it costs.

The method in which teacher

performance pay is determined should be modified. Teachers currently receive a higher raise in the pay scale if they are determined to be a highly effective teacher based on their PDP, teacher observations, and student growth scores. I believe this is an unfair way to determine teacher pay. Students are determining teacher pay without taking into consideration all the variables out of the teacher's control, such as poor student attendance, sickness on test day, and unreasonable expectations (making 2 years worth of growth in accelerated math courses.) While we are on the topic of accelerated courses, in high schools, teachers who teach accelerated courses receive supplemental pay, but at the elementary level, accelerated teachers are not given the same compensation. Rather than teachers being rewarded for accepting to teach an accelerated course (more difficult), teachers are essentially penalized. For example, this year I was asked to teach 4th grade accelerated math (5th grade math). Those students took a regular 3rd grade math and passed the FAST with a level 4 or 5. They were then placed in my accelerated course and were expected to take the 5th grade FAST and score a 4 or 5 as well to meet their growth gains. Rather than expecting a 1 year growth like all other students, my students were

expected to make 2 years growth. If students do not meet that unreasonable expectation, then the teacher's student growth score is greatly affected. Four of 17 students were able to meet 2 years worth of growth, therefore my student growth score will suffer tremendously. Another factor that proves teacher pay cannot be determined by student performance is the way 3rd-5th grade teachers are required to ability group. Teachers are required to teach either tier 1, tier 2, or tier 3 group of students. When you force teachers to split their students this way and claim them, once the teacher's scores usually suffer tremendously because it is likely that of those groups will never have many students meet their growth gains. The if we decide to split the students, but claim an even ability on each roster, then we end up claiming students that we never teach and this is a problem as well. As you can see, using student growth scores to determine teacher pay can be problematic. The only factor that should determine a teacher's pay is their teacher's performance alone; their PLC and their observation performance. If more observations or more informal walkthroughs are needed to gauge a teacher's performance, then that should be done. We simply cannot let student determine a teacher's pay.

The raise schedule is hard to follow and needs to be simplified. I have no idea what I should be being paid after being highly effective 2 years in a row and there's no real way for me to figure out if my pay is correct.

The reason I am not on the district health insurance plan is because it is not as good with coverage and premiums as my husband's insurance plan. I would like the district to prioritize the health of its employees.

The roles of IST chair and Test Coordinator have evolved so much and the duties are much more. This needs to be recognized.

The salary increments are embarrassing. We keep giving more money to start and the increments can't afford us coffee once a week. I also am dissatisfied at how we are treated when we take on more responsibilities in the district and loss of longevity. It is one district all working for the betterment of our students.

The secondary school Media Specialists have not received the extra days pay elementary ones receive for too many years! As a high school Media Specialist, the amount of textbooks we distribute is a reason alone to get this extra pay for the extra work we have to do. How is

fair to give to some and not all teachers who are Media Specialists? Make THE CONTRACT the one that it is fixed. All our neighboring district's Master's supplement has been thousands of dollars higher than ours since I've been here (11 years) When will that increase substantially or better yet, MATCH Sarasota's? Title One teachers should get a supplement! I have worked in both types of schools and Title One teachers work so much harder with little statistical results. They deserve more. PLEASE change the cost to go to the ER on our health plans. It is despicable that I have to decide if my health is worthy of an \$800 copay! No one I know has a copay anywhere near that for an ER. Honestly it's disgraceful.

The value of our profession and finding people who have worked to enhance value in all schools (Education degree and Experience)

There has to be something done about the salary we currently receive! This should be our priority!!!! The cost of living has increased and our pay stays the same! They give us a little bit more each year, but it's definitely not enough!!! We need to work 2 jobs to afford what we did in the past. We work more days than other states, yet receive less \$. This does not make any sense!

There is a huge imbalance between a starting teacher pay and that of the teachers that have been around a long time. That should have been addressed when boosting starting teacher pay. The yearly raise we gain does not match the starting salary discrepancy (Knowing they don't get a raise for 10 years)

There is a teacher shortage in the country and state. If you can not get teachers paid now you never will. I have spent years paying dues and receiving crap pay. Get teachers paid. The association has plenty of excuses but no results. GET TEACHERS PAID. You work for teachers not administration. Administration is supposed to screw teachers, the association is supposed to get us paid.

There needs to be a group advocating for a law that provides exemptions from teacher scores for students who do not meet attendance requirements. To classify students who miss significant instruction (30%+ for the school year) should be removed from teacher scores. Other states have these laws in place.

There should be a difference in amount of money for each step. Someone who has 5+ years of experience should not be getting paid the same amount as a

first year teacher. The amount of step takes to get out of the base salary is a discouraging.

There should be some level of compensation to people that do not use the school district's insurance plan. Compensation for traveling to different school sites.

This survey is guiding and it is clear that the negotiations committee has pre-determined priorities based on its wording.

This upcoming year will be my 15th year in the district. When the state of Florida mandated new teachers have an increase in their salary, the teachers who had put in many years and had been through years where we were furloughed, never saw an increase or small increase of \$1000 if we manage to be highly effective. I have been rated effective or highly effective every year have also been a team leader starting 2019 and I have always worked at a Title 1 school. My salary is only a few thousand dollars more than the brand new to teaching teachers that I am in charge of. I also believe that the teachers who are asked to host college interns every semester should be offered a supplement or stipend of some type. I have had an intern for 2 years every

semester in my classroom. This is a lot of work and there have been occasions where I was not asked beforehand by district personnel.

Title 1 employees should be supplemented more especially those who worked long at schools that are title 1 one point I believe schools were sign bonuses to those who went to work at one, what about those that stuck to title at least 5 yrs+

Title 1 supplement is very important, and I like working in those schools. But I'm looking elsewhere because the Title 1 test/school scores affect my pay.

Title 1 teachers should also be considered for a supplement because their score and school grades are almost always lower than other schools Middle & High School Media Specialists should also receive a similar supplement to what the Elementary Media Specialists get the extra non contractual time spent prepping for the school

Title 1 teachers should receive a supplement because our test scores/school grades are almost always lower than other schools. Librarians need 5-7 days of summertime pay for checking in textbooks and consumables. There is so much work to do before school starts

so much work to do before school starts and the work needs to get done somehow.

Title I teachers deserve more recognition and money for the work they put in day in these under-performing schools. Although our school grade may not reflect our dedication and work, we have amazing educators trying their hardest for kids who were not given the same chance in life as these A-schools out there. It is extremely discouraging to learn that schools are paid for maintaining their A status when their students naturally perform at that level. However, our lower performing schools are working twice as hard to get these kids where they need to be and not being recognized for that.

title one deserves a supplement or a bonus

Title-1 supplement

to clarify supplements: Media - Very Satisfied
Mentor Teacher - Very Satisfied
Testing Coordinator - As dissatisfied as humanly possible. The supplement is where near commensurate with the amount of time I spend on this responsibility. I also think Media Specialists should get more NCH time deal with textbooks and end of/beginning

of year tasks.

Very disappointed with insurance. Other districts very close to us have free benefits and get paid to take annual medical tests and courses. Paying for family plan is over \$1,000 a month to have a good plan!

Veteran teachers should get raises. We were passed over and insulted by the raise in starting pay.

We could have bereavement pay and time off. This should not come out of sick or personal leave. Staff should be granted three days of bereavement.

We need a group that advocates for student attendance and the impact it has on them and the ability of teachers to their job when students are constantly out.

we need a livable wage. Prices of everything going up

We need more income as the prices of everything rise...so should our pay. Our insurance has not been near a good since we left Fidelity Blue-more money for coverage and higher premiums is awful. Getting harder to support our families very sad when we work harder and have more responsibilities each year.

We need to get the stipend for teaching in a Title 1 school.

We need to improve pay for veteran teachers. I have been with the district over a decade and my base salary is less than \$5,000 from the starting salary. A teacher with 10 years of experience should be making closer to \$65-70,000/yr base salary. Yes, it is good that the district is making incentives for new teachers to come to the district but we need to retain the experienced teachers by incentivizing them as well. There needs to be a good balance between new and the old. The district needs to make an effort to remove toxic administrators who avoid difficult decisions and defer those decisions to their subordinates. At my high school we are losing two of our experienced administrators who have been doing the work and now we are left with three administrators who come to "play" with their clique rather than work. Both of the administrators we are losing were the only ones with experience managing the master schedule and I am concerned that it is going to be a rough beginning of the school year when we come back.

We need to work on bigger base salary increases and shouldn't solely rely on millage funds. Earning comp time for

volunteer hours at school events that don't pay such as serving on committees, attending SAC in the evenings, or chaperoning prom/dance etc. Things that are outside the work hours, but it's necessary to have staff members at. Salary increases for years in the middle that are continually ignored and we're the same group that suffered the pay cuts 15 years ago and never got that money back. Too many of us have been in 10+ years and only make a few thousand more than brand new teachers. I know this is due to the state funding lower end starting salaries, but we need to do something to make this right.

We really need to look into salaries for those who were hired 17-19 years ago. After my first two years, I believe, there was a cut in pay, which made me earn less than my first year for a few years. Those hired 17-19 years ago were hurt the most by this and were never caught up. This should be looked into. Also, I don't have this problem, but there is a group of people who are on performance pay but grandfathered. I know some have pushed back on this this year, but it needs to be addressed for all.

We should be receiving a competitive salary comparable to the districts around us. We are focusing on technology and opening schools and forgetting about

people who can barely survive with what they make in this economy.

We should not have to jump through hoops to receive medications that our doctor prescribes. A company should have the authority to override what a physician prescribes. We are under enough stress that we do not need to add to it by making phone calls, writing letters, etc. just to receive what we pay our insurance to do.

Wex is terrible. I want TASC back. Our health insurance is terrible. I want BC back. Is it possible to add a higher deductible option so we could participate in a HSA?

When paying employees by performance, it is very unfair to then force elementary teachers to teach advanced subjects and group students together by their ability levels. The expectation that a current 4th grade student is supposed to make 2 years worth of growth to meet performance expectations is unfair. Then, it is unfair to the teachers who are not teaching the advanced class because their class size is much larger and also there are no students who scored higher than a level 2 in those classes. I believe that all teachers should have an even number of students on all different ability levels.

When teachers transfer from other districts or states, I think that they should have their years of service met equally. Example: if they taught 15 years in Hillsborough County, they should be on step 15 in Manatee Co.

Whoever negotiated this recent percentage contract and the previous salary schedule is a moron. On a salary schedule, you move based on years of service and education level. The old schedule was confusing. Whether you were a new teacher or an experienced teacher, they were paid the same. Usually, a good experienced teacher brings more to the classroom than a rookie teacher does. Nonetheless, they are compensated the same. For this new contract, how do you determine raises? Is it based on a percentage or just a dollar amount? How does a teacher keep up with the current inflation? Why can't you add a percentage or dollar amount to the base salary and then have teachers progress up a salary schedule? Have a similar percentage step increase. The amount added to the base then trickles upward. If a teacher is satisfactory, they get the next step. If one is highly effective, they get their step and a bonus. If they need to improve, they stay where they are. Negotiations are always the same. the

negotiations are always the same, and the other side wants us to take a freeze or cut and also pay more towards insurance or retirement. It is amazing that whenever it is a negotiation year, more is coming in slowly from the state and the district is hurting. Other years, they tell us how much they have in reserves. Another idea, instead of relying on teachers to negotiate a contract...our goal is to teach, why not hire a lawyer who specializes in collective bargaining for teachers and such? I am sure the district has their attorney with them in negotiations...why can't we do the same?

Why did our pensions change from our top five years to our top eight years? It seems very unfair, it had been five years for a very long time. People that have been in the district 10 years deserve retention pay. DROP should be able to be started at 62 instead of 65, no matter when you started; as long as you are vested.

With the rising cost of living expenses on groceries, and most everything I always feel like our pay doesn't really reflect these increases.

Working within your job description. Teachers being able to teach to their degree and strengths instead of being put where a warm body is needed. Fairness/equality within the job

Fairness/equality within the job description across the district. Better protection for teachers from administrators who are new or are learning their jobs and target certain teachers for the learning process.

You need to negotiate for the Title 1 stipend for teachers and paras.

- ▼ Add analysis components
- ☒ 1. Please indicate your level.
 - ☒ If "Other" please specify.
 - ☒ 2. Which of the following describes your current type of position?
 - ☒ 3. Please select your current contract status and Salary Schedule
 - ☒ 4. To what extent are you satisfied with the current salary on the Salary Schedule?
 - ☒ 5. Please select the number of years of service completed within Manatee County.
 - ☒ 6. To what extent are you satisfied with the current Retention Supplement? (Teachers are eligible for the retention supplement of \$2100 after completing 16 years of teaching service in the School District of Manatee County. Teachers are eligible for the retention supplement of \$3600 after completing 25 years of teaching service in the School District of Manatee County.)
 - ☒ 7. Please select your current degree level.
 - ☒ 8. To what extent are you satisfied with the current degree supplements? (Masters = \$2,058; Specialist = \$3,536; Doctorate = \$6,106)
 - ☒ 9. Please select from the type(s) of Supplemental or Differential Pay you currently receive.
 - ☒ 10. If "Other" please specify.
 - ☒ 11. To what extent are you satisfied with the current Supplemental and Differential Pay?

15. 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 (5021 ranking points)
2. Health Insurance Premiums (4154 ranking points)
3. Health Insurance Coverages (3978 ranking points)
4. Retention Supplement (3520 ranking points)
5. Supplemental/Differential Salaries (3488 ranking points)
6. Performance Based Pay (3471 ranking points)
7. Degree Supplements (3423 ranking points)
8. Other (1970 ranking points)