

Tentative Agreements Reached

The bargaining teams of the Manatee Education Association and the School District of Manatee County met again to negotiate paraprofessional and teacher contracts on Monday, August 24, and Wednesday, August 26, 2026.

After many hours of negotiations, the teams were able to reach tentative agreements on both the teacher and paraprofessional contracts for 2026 – 2027 contract year.

The highlights are below. The Tentative Agreements and Memorandums of Understanding (MOUs) will be available soon and sent to all bargaining unit members prior to a ratification vote. The information will include teacher and paraprofessional contract details and documents as well as timelines for voting on ratification on the tentative agreements.

Highlights of the Teacher Tentative Agreements are as follows:

- The MOU on Classroom Teacher and Other Instructional Personnel Salary Increase (TSIA): Classroom Teachers with 10 or more verified years of experience in Florida public schools and who qualify for the TSIA dollars, based on the legislative requirements, will receive an equal portion of the school district's total allocation of \$2,438,265. No eligible teacher will receive less than a 2.5% increase in pay.
- 2.5% increase for all teachers not eligible for the TSIA dollars (those who worked 99 days or more last year)
- 2.5% increase to the Performance Schedule degree supplements
- Retention supplement for 16+ and 25+ years of experience maintained
- The addition of new middle school athletic coaching supplements

Highlights of the Paraprofessional Tentative Agreements are as follows:

- One (1) step movement on the salary schedule for eligible paraprofessionals (those who worked 99 days or more last year) page 1
- \$0.40 per hour increase applied to each step of the salary schedule for all paraprofessionals page 4
- A retention supplement of \$250 for paras who have completed ten (10) years in the School District of Manatee County page 2

Teachers and Paraprofessionals

- The MOU regarding the referendum supplement (the millage) for the 2026-2027 school year was signed. The referendum supplement for paras will be \$3,598, and for teachers the referendum supplement will be \$9,537. The first payment was received in the August 21, 2026, paycheck. page 5
- There will be a 9.9% increase in all health insurance premiums beginning in January 2027. The premium increases will vary from \$2.73 to \$64.36 per paycheck depending on the plan and level of coverage an employee chooses. The premiums will be divided over 22 checks in the calendar year (details will be provided prior to ratification). page 6
- For both contracts, all current contract language not related to the above items including health insurance plan benefits continues until 2027-2028 negotiations.
- All salary improvements are retroactive to July 1, 2026.

Next Steps

Salary schedules and other details including information regarding teacher and paraprofessional voting on ratification of the tentative agreements will be coming out soon.

Then, if ratified by employees, the School Board will place the Tentative Agreements on their agenda for a vote.

Category	Classroom Teachers with 10 yrs + (1,178)	Classroom Teachers with < 10 years, Not eligible for TSIA (1,357)	Non Classroom Teachers - do not meet definition per statute (351)	Performance Degree Supplements (818)	New differentiated supplements	Retention supplement (16 yrs+ \$2,100; 25yrs+ \$3,600 stacked)	Para \$0.40 added per hour on each step	Para Retention 10yr+ (190) \$250	Cost of Increases without Benefits	Cost of Increase with Benefits {22.4%}
	TSIA MOU dated 7/23/2026	2.5% raise on base salary	2.5% raise on base salary	2.5%		16 yrs+ \$2,100 (35); 25 yrs+ \$3,600 (45)				
Teachers - TSIA Increase for eligible teachers	\$ 2,477,600									
Teachers - retention										
Teachers - not eligible for TSIA increase										
Instructional staff eligible for supplement										
Teachers Costs	\$ 1,777,809	\$ 509,069		\$ 50,050	\$ 38,402				\$ 2,477,600	\$ 3,028,618
									\$ 235,500	\$ 287,875
									\$ 235,500	\$ 287,875
									\$ 2,286,878	\$ 2,795,480
									\$ 88,452	\$ 108,124
										\$ 6,220,097
Paraprofessionals Costs										
	\$ 148,129	\$ 442,817	\$ 47,500	\$ 638,446	\$ 780,436					

All compensation increases are retroactive to July 1, 2026.

Health Insurance- there will be a 9.9% increase in all health insurance premiums beginning in January 2027. No plan design changes. Addition of \$250 Retention supplement for Paraprofessionals with 10 Years or more.

On August 5, 2026, the Memorandum of Understanding (MOU) regarding the referendum supplement (the millage) for the 2026-27 school year was signed. In addition to the increases, Referendum supplement for each teacher will be \$9,537 and for each para/professional will be \$3,598.

Supplement will be distributed across 22 paychecks, starting on the August 21, 2026 pay check and the last distribution will be on the June 11, 2027 pay check.

On July 23, 2026, a Memorandum of Understanding (MOU) regarding 2026-27 Classroom Teacher and Other Instructional Personnel salary Increase was signed. The District's allocation after benefits deducted, totaling \$2,438,265 will be divided equally among eligible classroom teachers with 10 or more years of teaching experience in the State of Florida as dictated by Florida law. The amount will be applied to the teachers' base pay and equally distributed across all paychecks going forward and retroactive to the first day of their work contract for the 2026-2027 school year.

TOTAL 2026-27 SALARY INCREASE for MEA

\$ 7,000,533

T.A. Mallet 8/26/26
H. BDP 8/26/2026

TA BNP
8/26/26

M. Alant
8/26/26

SDMC-MEA Proposal Para Retention, 8/26/26

Article XI

Add: Section 17, Retention

Retention

1. Paraprofessionals who have completed ten (10) continuous years of employment in any position in the SDMC Paraprofessional Bargaining Unit by June 30 of each school year, will receive a two-hundred-and fifty-dollar (\$250) retention payment. If a bargaining member believes he or she is eligible and did not receive a retention payment in 2026, it is the responsibility of the employee to notify Human Resources within sixty (60) days from ratification of the contract. In cases where service is broken, or the employee served in another SDMC position that is not part of the SDMC Paraprofessional Bargaining Unit, the employee will not be eligible for the retention payment for more years.
2. The number of years of retention shall be determined based on years retained on active-duty status as an SDMC employee, one day more than half of a normal work year counting as a year. Active service is defined to include time of duty plus any time the employee is on paid leave or Worker's Compensation Leave.
3. Retention payments will be considered as a salary supplement for the purposes of the Florida Retirement System.
4. Retention payments will be paid as a lump sum once a year after ratification of the contract and on a date as agreed upon with MEA.
5. The retention payment is in addition to any advancement in level or adjustment on the salary schedule. Retention payments do not become part of the paraprofessional base rate of pay.
6. The amount of the retention payment is subject to negotiations each year. However, employees that received the payment in prior years shall continue to receive the retention payment so long as those employees continue to be a paraprofessional in SDMC.

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ARTICLE XV - DURATION AND RATIFICATION

Section 1 - Duration of Agreement:

This agreement shall remain in full force and effect for a period commencing July 1, ~~2026~~ 2025 through June 30, ~~2029~~ 2026. Article XI Compensation and Health Insurance will be open each school year. In addition, each party may re-open two other sections of the agreement. The parties may mutually agree to re-open any provision of the contract at any time.

Section 2 - Effect:

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

Section 3 - Finality:

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

Section 4 - Severability:

The provision of this agreement shall be severable, and if any provision thereof or the application of any such provision is held invalid by a court of competent jurisdiction or as a result of State or Federal Legislation, it shall not affect any other provision of this agreement or the application of any provision thereof.

T.A. H. Ulyst 8/28/24
T.A. BNP 8/31/2026

2016-2017										2017-2018										2018-2019										2019-2020										2020-2021										2021-2022										2022-2023										2023-2024										2024-2025										2025-2026										2026-2027																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
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T.A. M. ulst 8/28/20
 TH BNF 8/31/20

Please note that the figures herein include the 15-minute time adjustment initiated in 2018-2019, but they do not include the referendum supplement, which carries a value of \$1,598 for 2016-2027.

REFERENDUM MEMORANDUM OF UNDERSTANDING FOR 2026-27

Referendum	Paras 2025-26	Paras 2026-27	Instructional 2025-26	Instructional 2026-27
Referendum Collections	\$77,237,118	\$81,974,341	\$77,237,118	\$81,974,341
Referendum %	5.00%	5.00%	51.00%	51.00%
Tax Collector 2% Commission	\$1,544,742	\$0	\$1,544,742	\$0
Rev less 2%	\$75,692,376	\$81,974,341	\$75,692,376	\$81,974,341
Referendum Share	\$3,784,618.79	\$4,098,717	\$38,603,111.62	\$41,806,914
FY24-25 Carryforward (prior ballot)	\$441,239.00	\$0.00	1,830,777.33	\$0.00
Total Available	\$4,225,858	\$4,098,717	\$40,433,889	\$41,806,914
Annual Fringe %	22.68%	22.24%	22.68%	22.24%
Less Fringe	(\$781,239)	(\$745,709)	(\$7,475,062)	(\$7,606,232)
Less Cost of Additional Daily Time	(\$804,533)	(\$827,964)	(\$6,648,557)	(\$6,648,442)
Balance for Net Distribution	\$2,640,086	\$2,525,044	\$26,310,270	\$27,552,240
Estimated FTE as of May 7, 2026 (at 97% vacancy) for 26-27	808	784	3,003	2,904
Per Employee Amounts	\$3,267.00	(\$808.26* .97) (1)		(2993.8* .97)
Prior Year Supplement	\$3,598.00	\$3,598.00	\$8,761.00	\$9,488.00
Increase (Decrease) from Prior Year		-\$378.00	\$9,537.00	-\$49.00

Footnote (1) - Paras allocations were increased to 808 in July 2026. Due to the significant FTE increase, reflected count in this worksheet.

REFERENDUM SUPPLEMENT FOR TEACHERS WILL BE \$9,537; AND FOR THE PARAPROFESSIONALS WILL BE \$3,598. THE SUPPLEMENT WILL BE DISTRIBUTED ACROSS 22 PAYCHECKS, STARTING ON PAYCHECK DATE AUGUST 21, 2026 AND THE LAST PAYCHECK WILL BE JUNE 11, 2027.

	2026-27 Paraprofessionals	2026-27 Instructional
Referendum Pay-Using FY 2025-26 Baseline Amounts	\$3,598.00	\$9,537.00
Referendum Supplement Per Employee	784	2904
Estimated FTE (at 97% vacancy rate)	\$ 2,820,875.90	\$ 27,695,448.00
Estimated FTE Cost of Referendum Supplement	\$ 827,964.07	\$ 6,648,442.46
Cost of Additional Time	\$ 811,502.01	\$ 7,638,081.24
Cost of Fringe Benefits 22.24% on supplement & time	\$ 4,460,341.97	\$ 41,981,971.70
Total Referendum Supplement Cost With Benefits		

TA BOP 8/5/2026

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