

## 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. page 12

-2.5% increase for all teachers not eligible for the TSIA dollars (those who worked 99 days or more last year) page 1

-2.5% increase to the Performance Schedule degree supplements page 8

-Retention supplement for 16+ and 25+ years of experience maintained page 1

-The addition of new middle school athletic coaching supplements pages 9-11

### 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)

-\$0.40 per hour increase applied to each step of the salary schedule for all paraprofessionals

-A retention supplement of \$250 for paras who have completed ten (10) years in the School District of Manatee County

### 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 13

- 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 14

- 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.

SDMC Offer as of 8/24/2026

| Category                                       | Classroom Teachers with 10 yrs + (1,178) | Classroom Teachers with < 10 years, Not eligible for TSIA (1357) | Non Classroom Teachers - do not meet definition per statute (351) | Performance Degree Supplements (818) | New differentiated supplements | Retention supplement (16 yrs+ \$2,100; 25 yrs+ \$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 (22.24%) |
|------------------------------------------------|------------------------------------------|------------------------------------------------------------------|-------------------------------------------------------------------|--------------------------------------|--------------------------------|-----------------------------------------------------------------|-----------------------------------------|----------------------------------|------------------------------------|-----------------------------------------|
| Teachers - TSIA increase for eligible teachers | \$ 2,477,600                             |                                                                  |                                                                   |                                      |                                |                                                                 |                                         |                                  | \$ 2,477,600                       | \$ 3,028,618                            |
| Teachers - retention                           |                                          |                                                                  |                                                                   |                                      |                                |                                                                 |                                         |                                  | \$ 235,500                         | \$ 287,875                              |
| Teachers - not eligible for TSIA increase      |                                          |                                                                  |                                                                   |                                      |                                |                                                                 |                                         |                                  | \$ 2,286,878                       | \$ 2,795,480                            |
| Instructional staff eligible for supplement    |                                          |                                                                  |                                                                   |                                      |                                |                                                                 |                                         |                                  | \$ 88,452                          | \$ 108,124                              |
| Teachers Costs                                 |                                          |                                                                  |                                                                   |                                      |                                |                                                                 |                                         |                                  |                                    | \$ 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.

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 paraprofessional will be \$3,598. Referendum 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. Melet 8/26/26  
TA BNP 8/26/2026

## **ARTICLE XII - COMPENSATION AND HEALTH INSURANCE**

### **Section 1 - Salary**

The ~~2026-27~~ 2025-2026 Hiring Salary Schedule shall be as set forth in Appendix "A".

In any year in which bargaining is concluded prior to the legislature's adoption of the state education budget, either side will have the ability to reopen bargaining if the funding for the Manatee County School District, through the FEFP appropriations, is more than +/- 2% per student different than had been anticipated in the bargaining process.

### **Section 2 - Supplemental Salary Schedule**

The supplemental salary schedule shall be as set forth in Appendix "B".

### **Section 3 - Commitment of the Parties**

The Manatee Education Association agrees to work with the Manatee County School Board to ensure the continued actuarial viability and stability of the insurance fund by negotiating any necessary plan and rate changes.

The Manatee County School Board will provide the cost of the health insurance plan as defined by the provisions of Appendix E.

Any change in health insurance benefits and/or premiums will be negotiated between the Board and the Association before the Board takes action on any change.

Any change in the voluntary benefits offered to employees shall be negotiated between the Board and the Association. This does not give the MEA the right to negotiate the specific plan administrator.

### **Section 4 - Health Insurance Committee**

The parties agree to a Health Insurance Committee, involving representatives appointed by the bargaining agents of employee groups and those designated by the Superintendent for the purpose of continuing to explore ways of containing the cost of health insurance. The committee shall not exceed 16 members, eight of whom will be appointed by the Superintendent, including the chair, and eight members appointed by the District's unions. The Health Insurance Committee (HIC) shall have the authority to make recommendations to the negotiating team regarding health insurance issues and propose language. The health insurance committee shall recommend changes to the health plan to include wellness and an Employee Assistance Program, other voluntary benefits offered to employees at no or reasonable costs to employees.

In collaboration with the Procurement Department, a RFP (Request for Proposals) may be developed by the Insurance Committee to be issued in the early spring of any given year with the

intent to permit a change in insurance carriers during the ensuing school year, if such a change is beneficial to the Board and its employees.

### **Section 5 - Plan Design**

1. **Summary** - A summary of the health insurance plan designs and their associated premiums for the 2026-27 ~~2023-2024~~ plan year are located in Appendix E.
2. **Terminally Ill Employees** - Any employee who has credit for a minimum of 2 years of service with the School Board, who, at the time of the leave, is covered under the Board health insurance plan and who is terminally ill or has a family member who is terminally ill shall have the School Board portion of his or her insurance premium paid by the Board for up to 12 months from the date that the individual begins his or her unpaid sick leave.

Any documentation of terminal illness shall remain confidential and not be placed in the personnel file of the employee.

3. **Full Year Coverage** - Teachers who complete their contract year and have paid for a full year's health insurance coverage shall receive a full year's health insurance coverage.

Coverage for teachers who separate from the District:

- a) If a teacher finishes the contract year (May/June, depending on the last workday for the employee) and is non-renewed, resigns, or retires, benefit premiums will be collected to provide coverage through July 31.
  - b) If a teacher resigns during the contract year (prior to the last workday), benefit coverage will continue through the end of the termination month.
4. A teacher who completes the full contract year and is rehired prior to the first duty day of the next contract year will not be considered to have a break in service, therefore, all benefits will be restored, and premiums will be collected accordingly.
  5. A teacher who resigned from the district and is rehired after the first duty day is considered a new hire and benefits will not be effective until the waiting period has been met unless the employee pays the full September premium in advance.
  6. **New Teacher Coverage** - New teachers who wish to purchase health insurance so that they will have coverage from the date that they begin work until the normal effective date of coverage, may purchase such coverage at full monthly cost, including Board share of premiums, for each month or portion thereof during this interim period of time.
  7. **Benefit Premiums** – All benefit premiums will be divided equally among 22 employee pay checks. ~~with the exception of the pay dates of August 20, 2020 and the December 18, 2020. Participants will not have employee premiums deducted on the above pay dates.~~

### **Section 6 - Codification of Salary Guidelines and Fringe Benefits**

#### **Subdivision 1. History of Placement on the Salary Schedule:** Placement on the Teachers' Salary

Schedule is determined by in-county and out-of-county public school teaching experience for those teachers hired prior to July 1, 2013. When merging the AC schedule with the negotiated schedule for the 2013-2014 salary schedule, teachers were placed on the step closest to their current salary. No teacher shall suffer a reduction in pay due to the merging of the schedules. For teachers hired beginning with the 2013-2014 school year, credit on the salary scale will be a maximum of twelve (12) years of public school experience. As required by F.S. 1012.22 all teachers hired after July 1, 2014, will be placed on the performance salary schedule.

**Subdivision 2. Advancement on the Salary Schedule prior to 2025-2026:** If applicable, one (1) year advancement on the Salary Schedule shall be based upon ninety-nine (99) or more day's employment, including paid holidays, within the district during a school year. The method of advancement to succeeding levels after the 2010-2011 school year shall be determined through negotiations. There shall be no presumption of status quo with respect to advancement to a different level on the salary schedule. No experience step advancement was granted for the 2011-12 work year.

**Subdivision 3. Advancement in Rank:** Employees shall be eligible for payment for an advanced degree (Master, Specialist or Doctorate) upon completion of the required credits as indicated on the official transcript bearing the seal of the institution. Payments shall be effective as of the date indicated on transcript. Evidence of completion must be filed with the Executive Director of Human Resources by June 1st of the fiscal year for advancement on the salary schedule to be effective that fiscal year. In the event the university fails to cooperate by supplying a transcript by this date, after a timely request for it is made by the teacher, the teacher may provide a letter no later than June 1st of the fiscal year stating that the advanced degree is or will be completed and proof of the degree will be forthcoming.

The teacher shall submit with this letter proof of timely request to the university. This will not entitle the teacher to payment, but will reserve payment until proof is received.

**Subdivision 4. Advanced Degrees for Teachers hired on or after July 1, 2011:** Teachers hired on or after July 1, 2011, shall be eligible for an advanced degree supplement only if an advanced degree is held in an area of the teacher's certification as reflected on the teacher's certificate. The amount of the Advanced Degree Supplements are identified in Appendix A Salary Schedule.

The District shall utilize the State Board Rules and Guidelines pertaining to certification to determine if the advanced degree is within the teacher's area of certification.

**Subdivision 5. 2026-2027 Classroom Teacher and Other Instructional Personnel Salary Increase (TSIA) A Memorandum of Understanding (MOU) was agreed to by the parties describing the specific salary enhancements pertaining to the funds specifically allocated for this purpose. The MOU is found in Appendix (TBD) In addition, parties agreed that all TSIA eligible classroom teachers with ten or more years of Florida public school teaching experience shall receive no less than two and one-half percent (2.5%) increase for 2026-2027. The salary increases specified herein shall be incorporated into base salaries for purposes of calculating compensation in all subsequent years.**

**Subdivision 5 6. Grandfathered Salary Schedule-** Grandfathered teachers are those teachers who hold a continuing or professional services contract (tenure). Any teacher who hold

continuing or professional services contract status retains the right to remain on the Grandfathered Salary Schedule. The Grandfathered Salary Schedule will be those schedules found in the 2024-2025 Teacher Collective Bargaining Agreement and as subsequently modified herein and in the future. Any teacher may elect to move to the Performance Salary Schedule by agreeing, in writing, to permanently surrender his or her continuing or professional services contract pursuant to Chapter 1012.22, Florida Statutes. In so doing, the teacher permanently forfeits his or her right to return to the grandfathered status.

**A. 2025-2026 Grandfathered Salary Computation:**

**1. 2025-2026** A grandfathered teacher will receive an across-the-board increase of 4.75% to be added to the teacher's base pay. These amounts will automatically carry over into future years. The grandfathered teacher base pay includes any amounts for advanced degrees earned.

**2. 2026-2027 All teachers not eligible for TSIA funds described in number 2 above will receive an across-the-board increase of two- and one-half percent (2.5%) to be added to the teacher's base pay. The salary increases specified herein shall be incorporated into base salaries for purposes of calculating compensation in all subsequent years. The grandfathered teacher base pay includes any amounts for advanced degrees earned.**

**B. 2025-2026 Performance Salary Computation:**

**1. 2025-2026** A performance pay teacher will receive an across-the-board increase of 4.75% to be added to the teacher's base pay plus an additional \$100 for effective teachers or an additional \$125 for highly effective rated teachers. These amounts will automatically carry over into future years. Eligible performance teachers may also receive degree supplements as listed in the Hiring Salary Schedule in Appendix A.

**2. 2026-2027 All performance pay teachers not eligible for TSIA funds described in Subdivision 5 above will receive an across-the-board increase of two and one half percent (2.5%) to be added to the teacher's base pay. The salary increases specified herein shall be incorporated into base salaries for purposes of calculating compensation in all subsequent years. Eligible performance teachers may also receive degree supplements as listed in the Hiring Salary Schedule in Appendix A.**

**C. 2025-2026 Hiring Salary Schedule**

**Teachers hired on the 2025-2026 Hiring Salary Schedule and worked 99 days or more during the 2025-26 work year shall be considered as performance salary schedule employees for the 2026-27 work year with compensation as stated above. Teachers hired on the 2025-2026 Hiring Salary Schedule with less than 99 days worked in that work year will be paid according to the 2026-2027 Hiring Salary Schedule.**

The **2026-2027** 2025-2026 Hiring Salary Schedule is found in Appendix A. For teachers hired beginning with the 2025-2026 school year, credit on the salary scale will be a maximum of twenty-one (21) years of public school experience. As required by F.S. 1012.22 all teachers hired after July 1, 2014, will be placed on the performance salary schedule. Future salary enhancements beyond 2025-2026 shall be determined through negotiations. Teachers hired on or after July 1, 2011, shall be eligible for an advanced degree supplement only if an advanced degree is held in an

2026-2027 Teacher Article XII Compensation and Health Insurance

area of the teacher's certification as reflected on the teacher's certificate. The amounts of the Advanced Degree Supplements are identified in Appendix A, Hiring Salary Schedule.

T.A. M. ulant 8/28/26  
7th Ball 8/31/2026

## ARTICLE XVII - DURATION AND RATIFICATION

### Section 1 – Term of Agreement

This agreement shall remain in full force and effect for a period commencing July 1, ~~2024~~ 2026 through June 30, ~~2026~~ 2029.

### Section 2 – Full and Complete Agreement

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

### Section 3 – Severability

The provisions 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.

### Section 4 – Re-openers

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

## ARTICLE XII – COMPENSATION AND HEALTH INSURANCE

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

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

T.A. H. West 8/28/24  
TA BLP 8/31/2020

**2025-2026 2026-2027 PERFORMANCE HIRING SALARY SCHEDULE**

**10-Month Teacher**

| Years of Experience | 2025-2026 2026-2027<br>Hiring Schedule<br>Bachelor Degree |
|---------------------|-----------------------------------------------------------|
| 1                   | \$49,702                                                  |
| 2                   | \$49,801                                                  |
| 3                   | \$49,901                                                  |
| 4                   | \$50,001                                                  |
| 5                   | \$50,101                                                  |
| 6                   | \$50,201                                                  |
| 7                   | \$50,301                                                  |
| 8                   | \$50,402                                                  |
| 9                   | \$50,503                                                  |
| 10                  | \$50,604                                                  |
| 11                  | \$50,705                                                  |
| 12                  | \$50,806                                                  |
| 13                  | \$50,908                                                  |
| 14                  | \$51,010                                                  |
| 15                  | \$51,112                                                  |
| 16                  | \$51,214                                                  |
| 17                  | \$51,316                                                  |
| 18                  | \$51,419                                                  |
| 19                  | \$51,522                                                  |
| 20                  | \$51,625                                                  |
| 21                  | \$51,728                                                  |

**11-Month Teacher**

| Years of Experience | 2025-2026 2026-2027<br>Hiring Schedule<br>Bachelor Degree |
|---------------------|-----------------------------------------------------------|
| 1                   | \$54,774                                                  |
| 2                   | \$54,884                                                  |
| 3                   | \$54,994                                                  |
| 4                   | \$55,104                                                  |
| 5                   | \$55,214                                                  |
| 6                   | \$55,324                                                  |
| 7                   | \$55,435                                                  |
| 8                   | \$55,546                                                  |
| 9                   | \$55,657                                                  |
| 10                  | \$55,768                                                  |
| 11                  | \$55,880                                                  |
| 12                  | \$55,992                                                  |
| 13                  | \$56,104                                                  |
| 14                  | \$56,216                                                  |
| 15                  | \$56,328                                                  |
| 16                  | \$56,441                                                  |
| 17                  | \$56,554                                                  |
| 18                  | \$56,667                                                  |
| 19                  | \$56,780                                                  |
| 20                  | \$56,894                                                  |
| 21                  | \$57,008                                                  |

| Degree Supplements | 2025-2026 |
|--------------------|-----------|
| Masters            | \$2,156   |
| Specialist         | \$3,704   |
| Doctorate          | \$6,396   |

| Degree Supplements | 2025-2026 |
|--------------------|-----------|
| Masters            | \$2,376   |
| Specialist         | \$4,040   |
| Doctorate          | \$7,407   |

| Degree Supplements | 2026-2027 |
|--------------------|-----------|
| Masters            | \$2,210   |
| Specialist         | \$3,796   |
| Doctorate          | \$6,556   |

| Degree Supplements | 2026-2027 |
|--------------------|-----------|
| Masters            | \$2,435   |
| Specialist         | \$4,141   |
| Doctorate          | \$7,592   |

\*The amounts herein include the 15-minute time adjustment initiated on 2018-2019.

\*The amounts herein do not include \$9,537 in referendum supplement dollars effective 2026-2027 school year.

\*The Performance Hiring Schedule is effective for newly hired teachers beginning 7/1/2026.

T.A. M. Whit  
T.A. BNP      8/20/26  
8/31/2020

**APPENDIX "B" – Differentiated Pay Salary Schedule**

**2026-2027 Salary Supplement Schedule for Other School Personnel**

1. Athletic Directors shall be assigned full teaching and/or administrative duties with general direction over athletic
2. Personnel who coach combined boys and girls teams shall receive only one basic supplement for that sport.
3. With the exception of coaching supplements specifically designated for middle school sports, all coaching
4. Supplemented coaches of the varsity sports listed below shall be paid \$20 per day for each day of practice or
5. Only those varsity coaches who are supplemented to coach the following varsity sports shall be eligible for the

| <b>Supplement Description</b>                | <b>2026-2027</b> |
|----------------------------------------------|------------------|
| ATHLETIC DIRECTOR                            | \$6,395          |
| ATHLETIC DIRECTOR, Middle School             | \$1,283          |
| ATHLETIC TRAINER                             | \$9,376          |
| BASEBALL, Head Varsity                       | \$4,491          |
| BASEBALL, First Assistant                    | \$3,745          |
| BASEBALL, Second Assistant                   | \$2,619          |
| BASKETBALL, Head Varsity*                    | \$4,914          |
| BASKETBALL, Jr. Varsity*                     | \$3,745          |
| BASKETBALL, Freshman*                        | \$2,619          |
| BASKETBALL, Middle School                    | \$963            |
| CROSS COUNTRY (Boys or Girls)                | \$3,342          |
| CROSS COUNTRY, Middle School                 | \$514            |
| CROSS COUNTRY (Combined Team)                | \$3,538          |
| FOOTBALL, Head Varsity                       | \$5,775          |
| FOOTBALL, 1st Assistant Varsity              | \$4,621          |
| FOOTBALL, Assistant Varsity                  | \$3,851          |
| FOOTBALL, Head Jr. Varsity                   | \$3,851          |
| FOOTBALL, Assistant Jr. Varsity              | \$3,084          |
| FOOTBALL, Head Freshman                      | \$3,084          |
| FOOTBALL, Assistant Freshman                 | \$2,694          |
| GOLF                                         | \$3,369          |
| LACROSSE                                     | \$3,816          |
| INTRAMURALS, Middle School                   | \$3,745          |
| POWERLIFTING (Weightlifting)                 | \$3,538          |
| RYTHMIC GYMNASTICS/DANCE                     | \$3,851          |
| SOCCER Varsity                               | \$4,248          |
| SOCCER, Jr. Varsity                          | \$3,467          |
| SOCCER, Middle School                        | \$963            |
| SOFTBALL                                     | \$4,491          |
| SOFTBALL, First Assistant                    | \$3,745          |
| SOFTBALL, 2nd Assistant                      | \$2,619          |
| SWIMMING, Head                               | \$3,467          |
| SWIMMING, Assistant                          | \$2,694          |
| TENNIS                                       | \$3,369          |
| TRACK, Varsity                               | \$4,248          |
| TRACK, Assistant Varsity                     | \$3,467          |
| VOLLEYBALL, Varsity                          | \$3,538          |
| VOLLEYBALL, Jr. Varsity (15 or more matches) | \$2,619          |
| VOLLEYBALL Middle School                     | \$963            |
| WRESTLING, Varsity                           | \$4,128          |
| WRESTLING, Jr. Varsity                       | \$3,369          |
| FLAG FOOTBALL, Asst.                         | \$2,619          |
| FLAG FOOTBALL, Head                          | \$3,539          |
| FLAG FOOTBALL, Middle School                 | \$963            |
| SAND VOLLEYBALL, Varsity                     | \$3,539          |
| SAND VOLLEYBALL, Asst.                       | \$2,619          |
| <b>B. MUSIC - HIGH SCHOOL ONLY</b>           |                  |
| INSTRUMENTAL - Band, Concert                 | \$1,871          |
| INSTRUMENTAL - Band, Marching                | \$4,117          |
| INSTRUMENTAL - Band, Assistant Marching      | \$1,495          |

|                                                                                                                                                                                                                                                                        |         |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| INSTRUMENTAL - Band, Stage                                                                                                                                                                                                                                             | \$1,871 |
| ENSEMBLES                                                                                                                                                                                                                                                              | \$747   |
| ORCHESTRA, Chamber                                                                                                                                                                                                                                                     | \$1,871 |
| ORCHESTRA, String                                                                                                                                                                                                                                                      | \$1,871 |
| ORCHESTRA, Symphonic                                                                                                                                                                                                                                                   | \$1,871 |
| VOCAL MUSIC                                                                                                                                                                                                                                                            |         |
| CHOIR, Concert                                                                                                                                                                                                                                                         | \$1,871 |
| CHOIR, Madrigal                                                                                                                                                                                                                                                        | \$1,871 |
| CHORUS, Male                                                                                                                                                                                                                                                           | \$1,871 |
| DIRECTOR, Musical                                                                                                                                                                                                                                                      | \$1,871 |
| DIRECTOR, Assistant Musical                                                                                                                                                                                                                                            | \$1,126 |
| ENSEMBLES, Vocal                                                                                                                                                                                                                                                       | \$747   |
| GLEE CLUB, Girls                                                                                                                                                                                                                                                       | \$1,871 |
| OPERA WORKSHOP                                                                                                                                                                                                                                                         | \$1,495 |
| C. MIDDLE SCHOOL MUSIC*                                                                                                                                                                                                                                                | \$1,126 |
| D. GUIDANCE COUNSELORS                                                                                                                                                                                                                                                 |         |
| With or without full teaching duties, plus responsibility for vocational and academic guidance counseling, testing, and/or administrative duties in elementary, middle or high schools as assigned by the principal.                                                   |         |
| 10- Month - 196 Duty Days                                                                                                                                                                                                                                              | \$3,745 |
| 11- Month - 216 Duty Days                                                                                                                                                                                                                                              | \$4,118 |
| E. VOCATIONAL AGRICULTURE HIGH SCHOOLS                                                                                                                                                                                                                                 |         |
| 10- Month - 196 Duty Days                                                                                                                                                                                                                                              | \$3,999 |
| 11- Month - 216 Duty Days                                                                                                                                                                                                                                              | \$4,397 |
| MIDDLE SCHOOLS                                                                                                                                                                                                                                                         |         |
| 10- Month - 196 Duty Days                                                                                                                                                                                                                                              | \$1,999 |
| 11- Month - 216 Duty Days                                                                                                                                                                                                                                              | \$2,199 |
| With full-time teaching in either middle or high school or both, and the sponsorship of an FFA chapter which meets all state standards regarding home visitation, etc. supplement.                                                                                     |         |
| F. DRAMA COACHES                                                                                                                                                                                                                                                       | \$3,745 |
| G. DEPARTMENT CHAIRPERSONS OR TEAM LEADERS                                                                                                                                                                                                                             |         |
| DEPARTMENT CHAIRPERSONS - 10 Month                                                                                                                                                                                                                                     | \$2,554 |
| DEPARTMENT CHAIRPERSONS - 11 Month                                                                                                                                                                                                                                     | \$2,810 |
| ESE SECONDARY CHAIRPERSON                                                                                                                                                                                                                                              | \$4,422 |
| TEAM LEADERS - 10 MONTH                                                                                                                                                                                                                                                | \$1,495 |
| TEAM LEADERS - 11 MONTH                                                                                                                                                                                                                                                | \$1,645 |
| **SECONDARY - the chairperson of a department which has five or more fulltime instructors will be entitled to supplemental pay.                                                                                                                                        |         |
| MIDDLE SCHOOL ESE department chairperson's supplements shall be granted where there are at least five full-time or the equivalent ESE instructors.                                                                                                                     |         |
| ELEMENTARY SCHOOL additional Team Leaders shall be granted where there are at least five full time or equivalent instructors for special areas and ESE/VPK                                                                                                             |         |
| The assignment of such a department chairperson and the responsibilities involved will be decided in conference with the Assistant Superintendent for Curriculum and Instruction, the Directors of Elementary, Middle or High Schools and the Principal of the school. |         |
| H. PEER/MENTOR TEACHERS                                                                                                                                                                                                                                                | \$1,595 |
| Elementary and middle school teachers may request a substitute teacher one day per quarter if the teacher is able to demonstrate to the principal the need for such. Supplement responsibilities shall include a five hour in-service outside the regular work day.    |         |
| I. MIDDLE SCHOOL YEARBOOK                                                                                                                                                                                                                                              | \$2,165 |

|                                                                                                                                                                                                                                                                                                                                                              |         |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| J. MIDDLE SCHOOL NEWSPAPER                                                                                                                                                                                                                                                                                                                                   | \$2,165 |
| K. REMOTE SCHOOL SUPPLEMENT                                                                                                                                                                                                                                                                                                                                  | \$1,982 |
| Full-time teachers employed at Myakka School who live more than 15 miles from the school will receive a supplement for the year. Itinerant teachers shall receive .20 of this supplement for the year for each day of the week they are assigned to Myakka School. The supplement will be prorated if a teacher is assigned to Myakka less than a full year. |         |
| L. MTI Teachers on Extended Contracts: See Article V, Section 24.                                                                                                                                                                                                                                                                                            |         |
| M. Horizons Academy Teachers on Extended Contracts                                                                                                                                                                                                                                                                                                           |         |
| Full time teachers employed at Horizons Academy for the 2007-2008 school year will have an extended contract of 200 days.                                                                                                                                                                                                                                    |         |
| N. SUPERVISORY ACTIVITIES (High School Only Unless Designated Specifically)                                                                                                                                                                                                                                                                                  |         |
| ACADEMIC COMPETITION SPONSOR                                                                                                                                                                                                                                                                                                                                 | \$2,166 |
| DIRECTOR OF ACTIVITIES                                                                                                                                                                                                                                                                                                                                       | \$2,756 |
| DOMESTIC EXCHANGE SPONSOR                                                                                                                                                                                                                                                                                                                                    | \$1,495 |
| DRILL TEAM SPONSOR                                                                                                                                                                                                                                                                                                                                           | \$3,851 |
| FORENSICS                                                                                                                                                                                                                                                                                                                                                    | \$2,165 |
| JUNIOR CLASS SPONSORS (One per high school)                                                                                                                                                                                                                                                                                                                  | \$1,874 |
| SENIOR CLASS SPONSOR (One per high school)                                                                                                                                                                                                                                                                                                                   | \$2,360 |
| STUDENT GOVERNMENT SPONSOR                                                                                                                                                                                                                                                                                                                                   | \$2,756 |
| NATIONAL HONOR SOCIETY SPONSOR                                                                                                                                                                                                                                                                                                                               | \$1,874 |
| NATIONAL HONOR SOCIETY SPONSOR MIDDLE                                                                                                                                                                                                                                                                                                                        | \$933   |
| NATIONAL HONOR SOCIETY SPONSOR ELEM                                                                                                                                                                                                                                                                                                                          | \$467   |
| CAREER TECH SERVICES ORG (CTSO) SPONSOR HS                                                                                                                                                                                                                                                                                                                   | \$572   |
| CAREER TECH SERVICES ORG (CTSO) SPONSOR MID                                                                                                                                                                                                                                                                                                                  | \$572   |
| CAREER TECH SERVICES ORG (CTSO) SPONSOR ELEM                                                                                                                                                                                                                                                                                                                 | \$572   |
| VARSIITY CHEERLEADER SPONSOR                                                                                                                                                                                                                                                                                                                                 | \$5,614 |
| ASSISTANT CHEERLEADER SPONSOR                                                                                                                                                                                                                                                                                                                                | \$3,851 |
| YEARBOOK SPONSOR                                                                                                                                                                                                                                                                                                                                             | \$2,756 |
| SCHOOL NEWSPAPER SPONSOR                                                                                                                                                                                                                                                                                                                                     | \$2,756 |
| O. PROFESSIONAL PEER S.A.M.P. SALARY<br>(Psychologists and Social Workers)                                                                                                                                                                                                                                                                                   | \$1,595 |
| P. JROTC                                                                                                                                                                                                                                                                                                                                                     | \$4,117 |
| Q. TESTING COORDINATOR                                                                                                                                                                                                                                                                                                                                       | \$1,533 |
| R. MEDIA SPECIALIST                                                                                                                                                                                                                                                                                                                                          | \$2,555 |
| S. CHILD STUDY TEAM COORDINATOR                                                                                                                                                                                                                                                                                                                              | \$2,555 |
| T. EQUIPMENT MANAGER                                                                                                                                                                                                                                                                                                                                         | \$3,827 |
| U. SELF-CONTAINED CLASSROOM ESE TEACHER                                                                                                                                                                                                                                                                                                                      | \$550   |
| V. SPEECH LANGUAGE PATHOLOGIST                                                                                                                                                                                                                                                                                                                               | \$1,000 |
| W. CRITICAL SHORTAGE AREAS:                                                                                                                                                                                                                                                                                                                                  |         |
| The superintendent, after conferring with the MEA president, will designate critical shortage areas at Title I middle or high schools in the certification areas as defined in Florida Statute 1012.07. Such a designation will allow the district to pay a one-time hiring supplement in the amount of \$3,000.00.                                          |         |
| X. MIDDLE SCHOOL TRACK TEAM                                                                                                                                                                                                                                                                                                                                  | \$595   |
| Y. MIDDLE SCHOOL GOLF                                                                                                                                                                                                                                                                                                                                        | \$963   |
| Z. MIDDLE SCHOOL TENNIS/PICKLE BALL                                                                                                                                                                                                                                                                                                                          | \$963   |

T.A. M. ulant 8/28/26  
 TA BM P 8/31/2026

**MEMORANDUM OF UNDERSTANDING –  
2026-27 Classroom Teacher and Other Instructional Personnel Salary Increase (CTOIPS) [formerly  
Teacher Salary Increase Allocation (TSIA)], Instructional Employees**

This Memorandum of Understanding (hereinafter "MOU" or "Agreement") is entered into by and between the School District of Manatee County (hereinafter "Board" or "District"), a public employer as defined under Chapter 447, Florida Statutes, and the Manatee Education Association (hereinafter "Association" or "Union"), the exclusive collective bargaining representative for the instructional bargaining unit, collectively referred to as the "Parties."

**Purpose.** To establish how Classroom Teacher and Other Instructional Personnel Salary Increase funds will be distributed in compliance with Florida law requiring a board-approved and union-ratified plan. The District's allocation was \$2,980,536. after charter schools After benefits are deducted, the total amount for distribution is \$2,438,265.

**Determination and Distribution**

1. Classroom teachers identified in the SDMC HCM system as having fewer than 10 complete years of teaching experience in Florida public schools, including public charter schools, will be notified of the district's records. Teachers who wish to submit additional verification of teaching experience must do so by September 1, 2026, using Human Resources Verification of Experience forms.
2. Human Resources will prepare a list for review for MEA by September 15, 2026.
3. \$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.

Proviso language to Classroom Teacher and Other Instructional Personnel Salary Increase. From the funds in Specific Appropriations 5 and 88, \$201,388,752 is provided for school districts and charter schools to provide salary increases to full-time classroom teachers and certified prekindergarten teachers funded in the Florida Education Finance Program with at least ten years of full-time teaching experience in a Florida public school. The amount of such an increase may not exceed \$3,000. If a school district has any funds remaining after providing the salary increases, the school district must use these funds to provide salary increases to instructional personnel or for increased costs related to personnel compensation and provide a report to the department by January 1, 2027, on the expenditure of such funds. Each school district and charter school shall use 1.06 percent of its base FEFP funding amount as provided in HB 5001. This agreement takes effect upon School Board approval and Union ratification.

**Open Negotiations**

Negotiations for the 2026-2027 school year remain open and ongoing, to include wages, benefits, and working conditions not addressed here. This agreement is not a full settlement of salary negotiations and does not set precedent for any future CTOIPS or other state salary allocation.

This Memorandum of Understanding shall expire on Wednesday, June 30, 2027.

**SCHOOL DISTRICT OF  
MANATEE COUNTY**

  
\_\_\_\_\_  
SUPERINTENDENT  
Dr. Laurie Breslin

  
\_\_\_\_\_  
CHIEF NEGOTIATOR FOR SDMC  
Mark West

**MANATEE EDUCATION  
ASSOCIATION**

 07/23/2026  
\_\_\_\_\_  
MEA PRESIDENT  
Pat Barber

 07/23/2026  
\_\_\_\_\_  
CHIEF NEGOTIATOR FOR MEA  
Bruce Proud

# REFERENDUM MEMORANDUM OF UNDERSTANDING FOR 2026-27

| Referendum                                                                                                                                   | Paras          | Paras             | Instructional   | Instructional |
|----------------------------------------------------------------------------------------------------------------------------------------------|----------------|-------------------|-----------------|---------------|
|                                                                                                                                              | 2025-26        | 2026-27           | 2025-26         | 2026-27       |
| Referendum Collections                                                                                                                       |                |                   |                 |               |
| Referendum %                                                                                                                                 | \$77,237,118   | \$81,974,341      | \$77,237,118    | \$81,974,341  |
| Tax Collector 2% Commission                                                                                                                  | 5.00%          | 5.00%             | 51.00%          | 51.00%        |
| Rev less 2%                                                                                                                                  | \$1,544,742    | \$0               | \$1,544,742     | \$0           |
| Referendum Share                                                                                                                             | \$75,692,376   | \$81,974,341      | \$75,692,376    | \$81,974,341  |
| FY24-25 Carryforward (prior ballot)                                                                                                          | \$3,784,618.79 | \$4,098,717       | \$38,603,111.62 | \$41,806,914  |
|                                                                                                                                              | \$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 %                                                                                                                              |                |                   |                 |               |
| Less Fringe                                                                                                                                  | 22.68%         | 22.24%            | 22.68%          | 22.24%        |
| Less Cost of Additional Daily Time                                                                                                           | (\$781,239)    | (\$745,709)       | (\$7,475,062)   | (\$7,606,232) |
|                                                                                                                                              | (\$804,533)    | (\$827,964)       | (\$6,648,557)   | (\$6,648,442) |
|                                                                                                                                              |                |                   |                 |               |
| Balance for Net Distribution                                                                                                                 |                |                   |                 |               |
| Estimated FTE as of May 7, 2026 (at 97% vacancy) for 26-27                                                                                   | \$2,640,086    | \$2,525,044       | \$26,310,270    | \$27,552,240  |
|                                                                                                                                              | 808            | 784               | 3,003           | 2,904         |
| Per Employee Amounts                                                                                                                         |                | (808.26* .97) (1) |                 | (2993.8* .97) |
| Prior Year Supplement                                                                                                                        | \$3,267.00     | \$3,220.00        | \$8,761.00      | \$9,488.00    |
| Increase (Decrease) from Prior Year                                                                                                          | \$3,598.00     | \$3,598.00        | \$9,537.00      | \$9,537.00    |
| Footnote (1) - Paras allocations were increased to 808 in July 2026. Due to the significant FTE increase, reflected count in this worksheet. |                | -\$378.00         |                 | -\$49.00      |

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.

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

TA BDP 8/5/2026

TA M. 27 8/5/27