

BV 1/12/22
 TP BMP 1/12/2022

MEA and SDMC Tentative Agreement for 2021-2022 work year.

Category	Classroom Teacher and Non-Classroom Teachers Less than \$47,500 Increase to \$47,500 (1633 FTE)	PERFORMANCE and GRANDFATHERED increase 4 Levels GF and PP HE (1400 FTE)/ 3 Levels PP E (61 FTE)	Increase Masters Degree Supplement to \$1,200 (516 FTE)	Increase Supplemental/Differential Pay by 10% (1070 FTE)	TEACHER LONGEVITY (50/25 FTE)	PARA COMPRESSION in TA6 to Step 6 Minimum (FTE 226)	PARA 1 STEPS (FTE 465) and 2% at Top (FTE 38)	PARA \$0.50 Per Hour ON SCHEDULE (738 FTE)	Cost Without Benefits	COST WITH BENEFITS (18.47%)
Teacher Salary Bill 80%	\$ 1,674,680								\$ 1,674,680	\$ 1,983,993
Teacher Salary Bill 20%									\$ -	\$ -
General Fund Performance and Grandfathered	\$ 1,810,079								\$ 1,810,079	\$ 2,144,401
Masters Degree Supplement			\$ 135,708						\$ 135,708	\$ 160,773
Supplement/Differential Pay				\$ 231,800					\$ 231,800	\$ 274,613
TEACHER SALARY TOTAL									\$ 3,852,267	\$ 4,563,781
LONGEVITY 16+ \$2100 (50)					\$ 105,000					\$ -
LONGEVITY 25+ \$3600 (25)					\$ 90,000				\$ 195,000	\$ 231,017
TOTAL TEACHERS									\$ 4,047,267	\$ 4,794,797
PARAPROFESSIONALS						\$ 230,145	\$ 216,663	\$ 506,573	\$ 953,381	\$ 1,129,470
TOTAL PARAS									\$ 953,381	\$ 1,129,470

NOTE: All FTE and dollar values are estimates based on data provided at a specific time and may be different based on actual staffing numbers.

1. \$1,000 Retention Bonus for those who began work effective 1/1/21 and remain currently employed at the time of contract ratification and did not receive the bonus previously (subject to ESSR3 approval).
2. Experience accepted for teachers on the salary schedule increased from 8 to 10 years
3. All PARAs in the TA schedule not on TA6 will move to TA6 at no loss of pay.
4. All pay provisions are retroactive to July 1, 2021.
5. MOU on Pay Dates and deductions agreed upon.
6. Remaining contract provisions extended for an additional year.

2021-22 Schedules for Paraprofessionals, Teacher Assistants, Library Assistants, ED. Interpreter 1 & 2, Home Schl Liaison 1 & 2 (increased by \$.50)

Grade	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
PP2-R	\$13.83	\$14.13	\$14.31	\$14.65	\$14.86	\$15.20	\$15.42	\$15.72	\$15.99	\$16.31	\$16.66	\$16.92	\$17.25	\$17.56	\$17.97	\$18.30	\$18.63
PP3-R	\$14.09	\$14.37	\$14.59	\$14.87	\$15.14	\$15.46	\$15.72	\$16.01	\$16.32	\$16.63	\$16.97	\$17.24	\$17.60	\$17.87	\$18.26	\$18.63	\$18.97
PP4-R	\$14.32	\$14.66	\$14.83	\$15.15	\$15.40	\$15.76	\$16.00	\$16.29	\$16.59	\$16.93	\$17.27	\$17.59	\$17.91	\$18.22	\$18.59	\$18.97	\$19.33
PP5-R	\$14.60	\$14.89	\$15.12	\$15.42	\$15.70	\$16.04	\$16.29	\$16.60	\$16.89	\$17.23	\$17.62	\$17.90	\$18.25	\$18.55	\$18.94	\$19.33	\$19.69
PP6-R	\$14.86	\$15.17	\$15.38	\$15.72	\$15.97	\$16.34	\$16.60	\$16.90	\$17.21	\$17.58	\$17.93	\$18.23	\$18.58	\$18.88	\$19.29	\$19.69	\$20.06

2021-22 Schedules for Teacher Aides (increased by \$.50)

Grade	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
TA2-R	\$11.39	\$11.65	\$11.78	\$11.99	\$12.25	\$12.53	\$12.67	\$12.95	\$13.23	\$13.44	\$13.66	\$13.97	\$14.26	\$14.50	\$14.77	\$15.24	\$15.42
TA3-R	\$11.58	\$11.82	\$11.99	\$12.20	\$12.48	\$12.77	\$12.89	\$13.19	\$13.46	\$13.69	\$13.88	\$14.25	\$14.50	\$14.79	\$14.99	\$15.51	\$15.68
TA4-R	\$11.79	\$12.04	\$12.22	\$12.41	\$12.69	\$12.97	\$13.13	\$13.41	\$13.72	\$13.92	\$14.12	\$14.46	\$14.79	\$15.02	\$15.27	\$15.80	\$15.96
TA5-R	\$12.00	\$12.25	\$12.42	\$12.63	\$12.91	\$13.21	\$13.36	\$13.68	\$13.96	\$14.19	\$14.39	\$14.78	\$15.02	\$15.32	\$15.54	\$16.06	\$16.27
TA6-R	\$13.45	\$13.45	\$13.45	\$13.45	\$13.45	\$13.45	\$13.63	\$13.91	\$14.22	\$14.41	\$14.66	\$15.00	\$15.32	\$15.57	\$15.84	\$16.36	\$16.57

2021-22 Schedules for Parent Liaisons (increased by \$.50)

Grade	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
PL1-R	\$13.64	\$13.90	\$14.09	\$14.51	\$14.77	\$15.05	\$15.33	\$15.69	\$15.97	\$16.27	\$16.70	\$16.99	\$17.40	\$17.70	\$18.12	\$18.56	\$18.93
PL2-R	\$18.12	\$18.56	\$18.93	\$19.30	\$19.77	\$20.15	\$20.63	\$21.42	\$21.51	\$21.85	\$22.40	\$22.93	\$23.45	\$23.95	\$24.47	\$24.99	\$25.58

2021-22 Schedules for Paraprofessionals, Teacher Assistants, Library Assistants, ED. Interpreter 1 & 2, Home Schl Liaison 1 & 2

Grade	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
PP2-R	\$21,008	\$21,463	\$21,737	\$22,253	\$22,572	\$23,089	\$23,423	\$23,879	\$24,289	\$24,775	\$25,307	\$25,701	\$26,203	\$26,674	\$27,296	\$27,798	\$28,299
PP3-R	\$21,403	\$21,828	\$22,162	\$22,588	\$22,998	\$23,484	\$23,879	\$24,319	\$24,790	\$25,261	\$25,777	\$26,188	\$26,734	\$27,145	\$27,737	\$28,299	\$28,815
PP4-R	\$21,752	\$22,269	\$22,527	\$23,013	\$23,393	\$23,939	\$24,304	\$24,745	\$25,200	\$25,717	\$26,233	\$26,719	\$27,205	\$27,676	\$28,238	\$28,815	\$29,362
PP5-R	\$22,177	\$22,618	\$22,967	\$23,423	\$23,848	\$24,365	\$24,745	\$25,215	\$25,656	\$26,172	\$26,765	\$27,190	\$27,722	\$28,177	\$28,770	\$29,362	\$29,909
PP6-R	\$22,572	\$23,043	\$23,362	\$23,879	\$24,258	\$24,820	\$25,215	\$25,671	\$26,142	\$26,704	\$27,236	\$27,691	\$28,223	\$28,679	\$29,302	\$29,909	\$30,471

2021-22 Schedules for Teacher Aides

Grade	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
TA2-R	\$16,103	\$16,470	\$16,654	\$17,318	\$17,318	\$17,714	\$17,912	\$18,308	\$18,704	\$19,001	\$19,312	\$19,750	\$20,160	\$20,499	\$20,881	\$21,546	\$21,800
TA3-R	\$16,371	\$16,711	\$16,951	\$17,248	\$17,644	\$18,054	\$18,223	\$18,647	\$19,029	\$19,354	\$19,623	\$20,146	\$20,499	\$20,909	\$21,192	\$21,927	\$22,168
TA4-R	\$16,668	\$17,022	\$17,276	\$17,545	\$17,940	\$18,336	\$18,563	\$18,958	\$19,397	\$19,679	\$19,962	\$20,443	\$20,909	\$21,235	\$21,588	\$22,337	\$22,563
TA5-R	\$16,965	\$17,318	\$17,559	\$17,856	\$18,252	\$18,676	\$18,888	\$19,340	\$19,736	\$20,061	\$20,344	\$20,895	\$21,235	\$21,659	\$21,970	\$22,705	\$23,002
TA6-R	\$19,015	\$19,015	\$19,015	\$19,015	\$19,015	\$19,015	\$19,269	\$19,665	\$20,104	\$20,372	\$20,726	\$21,206	\$21,659	\$22,012	\$22,394	\$23,129	\$23,426

2021-22 Schedules for Parent Liaisons

Grade	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
PL1-R	\$20,719	\$21,114	\$21,403	\$22,041	\$22,436	\$22,861	\$23,286	\$23,833	\$24,258	\$24,714	\$25,367	\$25,808	\$26,431	\$26,886	\$27,524	\$28,193	\$28,755
PL2-R	\$27,524	\$28,193	\$28,755	\$29,317	\$30,031	\$30,608	\$31,337	\$32,537	\$32,674	\$33,190	\$34,026	\$34,831	\$35,621	\$36,380	\$37,170	\$37,960	\$38,856

2021-22 Schedules for Paraprofessionals, Teacher Assistants, Library Assistants, ED. Interpreter 1 & 2, Home Schl Liaison 1 & 2 (increased by \$.50)

Grade	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33
PP2-R	\$18.84	\$18.99	\$19.16	\$19.99	\$21.68	\$22.41	\$22.41	\$22.84	\$22.84	\$22.84	\$23.28	\$23.74	\$24.20	\$24.67	\$25.16	\$25.66
PP3-R	\$19.17	\$19.36	\$19.52	\$20.35	\$22.09	\$22.82	\$22.82	\$23.26	\$23.26	\$23.26	\$23.71	\$24.18	\$24.65	\$25.13	\$25.62	\$26.13
PP4-R	\$19.56	\$19.71	\$19.86	\$20.73	\$22.49	\$23.22	\$23.22	\$23.67	\$23.67	\$23.67	\$24.13	\$24.60	\$25.08	\$25.57	\$26.07	\$26.59
PP5-R	\$19.88	\$20.07	\$20.24	\$21.13	\$22.92	\$23.65	\$23.65	\$24.11	\$24.11	\$24.11	\$24.58	\$25.06	\$25.55	\$26.05	\$26.56	\$27.09
PP6-R	\$20.25	\$20.46	\$20.63	\$21.54	\$23.36	\$24.09	\$24.09	\$24.56	\$24.87	\$25.36	\$25.86	\$26.36	\$26.88	\$27.40	\$27.94	\$28.50
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2021-22 Schedules for Teacher Aides (increased by \$.50)

Grade	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33
TA2-R	\$15.61	\$15.78	\$15.90	\$16.75	\$18.08	\$18.81	\$18.81	\$19.17	\$19.17	\$19.17	\$19.54	\$19.92	\$20.31	\$20.70	\$21.10	\$21.52
TA3-R	\$15.89	\$16.04	\$16.18	\$17.04	\$18.41	\$19.14	\$19.14	\$19.51	\$19.51	\$19.51	\$19.89	\$20.27	\$20.67	\$21.07	\$21.48	\$21.91
TA4-R	\$16.18	\$16.34	\$16.49	\$17.36	\$18.76	\$19.22	\$19.49	\$19.86	\$19.86	\$19.86	\$20.25	\$20.64	\$21.04	\$21.45	\$21.87	\$22.31
TA5-R	\$16.49	\$16.66	\$16.79	\$17.69	\$19.11	\$19.84	\$19.84	\$20.22	\$20.22	\$20.22	\$20.61	\$21.01	\$21.42	\$21.84	\$22.26	\$22.71
TA6-R	\$16.79	\$16.93	\$17.10	\$18.00	\$19.45	\$20.18	\$20.18	\$20.57	\$20.81	\$21.21	\$21.62	\$22.04	\$22.47	\$22.91	\$23.36	\$23.83
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2021-22 Schedules for Parent Liaisons (increased by \$.50)

Grade	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33
PL1-R	\$19.31	\$19.53	\$19.68	\$21.72	\$22.45	\$22.45	\$22.45	\$22.88	\$22.88	\$22.88	\$23.33	\$23.78	\$24.24	\$24.72	\$25.20	\$25.70
PL2-R	\$26.14	\$26.39	\$26.65	\$29.21	\$29.94	\$29.94	\$29.94	\$30.52	\$30.52	\$30.52	\$31.12	\$31.73	\$32.35	\$32.99	\$33.64	\$34.31
196																

2021-22 Schedules for Paraprofessionals, Teacher Assistants, Library Assistants, ED. Interpreter 1 & 2, Home Schl Liaison 1 & 2

Grade	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33
PP2-R	\$28,618	\$28,846	\$29,104	\$30,365	\$32,932	\$34,041	\$34,041	\$34,694	\$34,694	\$34,694	\$35,362	\$36,061	\$36,760	\$37,474	\$38,223	\$38,987
PP3-R	\$29,119	\$29,408	\$29,651	\$30,912	\$33,555	\$34,664	\$34,664	\$35,332	\$35,332	\$35,332	\$36,015	\$36,729	\$37,443	\$38,172	\$38,935	\$39,714
PP4-R	\$29,712	\$29,939	\$30,167	\$31,489	\$34,162	\$35,271	\$35,271	\$35,955	\$35,955	\$35,955	\$36,653	\$37,367	\$38,097	\$38,841	\$39,618	\$40,410
PP5-R	\$30,198	\$30,486	\$30,745	\$32,096	\$34,815	\$35,924	\$35,924	\$36,623	\$36,623	\$36,623	\$37,337	\$38,066	\$38,810	\$39,570	\$40,361	\$41,168
PP6-R	\$30,760	\$31,079	\$31,337	\$32,719	\$35,484	\$36,593	\$36,593	\$37,307	\$37,778	\$38,522	\$39,281	\$40,041	\$40,831	\$41,621	\$42,453	\$43,302
195																

2021-22 Schedules for Teacher Aides

Grade	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33
TA2-R	\$22,069	\$22,309	\$22,479	\$23,680	\$25,561	\$26,593	\$26,593	\$27,102	\$27,102	\$27,102	\$27,625	\$28,162	\$28,713	\$29,265	\$29,850	\$30,447
TA3-R	\$22,464	\$22,677	\$22,874	\$24,090	\$26,027	\$27,059	\$27,059	\$27,582	\$27,582	\$27,582	\$28,119	\$28,657	\$29,223	\$29,788	\$30,384	\$30,992
TA4-R	\$22,874	\$23,101	\$23,313	\$24,543	\$26,522	\$27,172	\$27,554	\$28,077	\$28,077	\$28,077	\$28,628	\$29,180	\$29,745	\$30,325	\$30,932	\$31,551
TA5-R	\$23,313	\$23,553	\$23,737	\$25,009	\$27,017	\$28,049	\$28,049	\$28,586	\$28,586	\$28,586	\$29,137	\$29,703	\$30,283	\$30,876	\$31,494	\$32,124
TA6-R	\$23,737	\$23,935	\$24,175	\$25,448	\$27,497	\$28,529	\$28,529	\$29,081	\$29,420	\$29,986	\$30,565	\$31,159	\$31,767	\$32,389	\$33,037	\$33,698
196																

2021-22 Schedules for Parent Liaisons

Grade	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33
PL1-R	\$29,332	\$29,666	\$29,894	\$32,993	\$34,102	\$34,102	\$34,102	\$34,755	\$34,755	\$34,755	\$35,438	\$36,122	\$36,821	\$37,550	\$38,301	\$39,067
PL2-R	\$39,707	\$40,086	\$40,481	\$44,370	\$45,479	\$45,479	\$45,479	\$46,360	\$46,360	\$46,360	\$47,271	\$48,198	\$49,140	\$50,112	\$51,114	\$52,136

MEMORANDUM OF UNDERSTANDING BETWEEN
SCHOOL DISTRICT OF MANATEE COUNTY
AND
MANATEE EDUCATION ASSOCIATION

The School District of Manatee County (DISTRICT) and the Manatee Education Association (MEA) desire to modify the Paraprofessional Collective Bargaining Agreement between the parties in Article XI Compensation and Benefits, Section 8 Employee Payday to modify the number and timing of payroll deductions for benefits for the 2021-22 work year as follows:

“ARTICLE XI COMPENSATION AND BENEFITS

Section 8 – Employee Payday

Bi-weekly Pay: Salary shall be distributed to employees based on the payroll distribution selected by the teacher from the below options. Selection of a pay option will be in the spring of the preceding school year and cannot be changed for that school year. All options shall be available for Employees hired prior to the beginning of the work year. Payments shall be distributed on the Friday following the end of the pay period.

- a. Salary shall be distributed in 26 payroll distributions. The first payroll distribution in each year shall be for the number of days worked prior to the close of the first pay period of the work year of no less than 4 days ~~5 days~~ pay. The remaining 25 regular payroll distributions shall be of equal amounts based on the annual salary of the teacher minus the initial payroll distribution. Employees choosing the 26 payroll distributions will have any deductions taken from the same 22 paychecks that the Referendum Supplement is paid.
- b. Salary shall be distributed in 26 payroll distributions. The first payroll distribution in each year shall be for the number of days worked prior to the close of the first pay period of the work year of no less than 4 days ~~5 days~~ pay. The remaining 25 regular payroll distributions shall be of equal amounts based on the annual salary of the teacher minus the initial payroll distribution. The employee shall receive the final five (5) regular payroll distributions within the first pay period in June of each year as the final payment for the work year. Employees choosing the 26 payroll distributions with the final five (5) distributions in June will have any deductions taken from the same 22 paychecks that the Referendum Supplement is paid.
- c. Salary shall be distributed in 22 payroll distributions. The first payroll distribution in each year shall be for the number of days worked prior to the close of the first pay period of the work year of no less than 4 days ~~5 days~~ pay. The remaining 21 regular payroll distributions shall be of equal amounts based on the annual salary for the employee minus the initial payroll distribution. Employees choosing the 22 payroll

distributions will have any deductions taken from the same 22 paychecks that the Referendum Supplement is paid.”

All other language contained within the Collective Bargaining Agreement in effect at the time of this Memorandum shall remain unchanged and in full force and effect.

School District of Manatee County

Cynthia Sanders

Date 12/16/21

Manatee Education Association

Pat Barker

Date 12/06/2021