

Tentative Agreements Reached

The bargaining teams of the Manatee Education Association and the School District of Manatee County met to negotiate paraprofessional and teacher contracts on Thursday, August 11, 2022.

After negotiating for several hours, the teams were able to reach tentative agreements on the teacher and paraprofessional contracts.

Highlights of the Teacher Tentative Agreements are as follows:

- Base salary increases by 3 levels from \$47,500 to \$48,436 (Grandfathered Schedule and Performance Schedules) using the funds provided in the state Teacher Salary Increase Allocation (TSIA) and the District budget
- Cost of Living Adjustment (COLA)* of \$150 applied to each level of the salary schedules (COLA as defined by Florida Statutes 1012.22)
- Teachers on the Grandfathered schedule receive a 4 (four)-level increase; those on the Performance schedule who were rated highly effective receive a 5 (five)-level increase and effective receive 4(four)-level increase
- Longevity will maintain current contract language
- Supplemental/Differential pay will increase across the board by 2% plus supplements added (all information will be included with ratification documents)
- Credit for prior teaching experience will increase from 10 years to 12 years (the process for receiving credit will be sent out once the contract is ratified)
- Masters Supplement increases \$300 to \$1,500
- Sub Coverage language-\$20 per hour when teachers split classes or cover during their planning time; daily pay not to exceed the daily sub rate of \$120
- Curriculum Pay (Pay for curriculum and special projects including staff development) increases to \$20/hour and is retroactive to August 2, 2022

Highlights of the Paraprofessional Tentative Agreements are as follows:

- 1 (One) step movement on the salary schedule for eligible paraprofessionals (those who worked 99 days or more last year)
- 2% to paraprofessionals at the top of the schedule
- \$1.00 per hour increase applied to each step of the salary schedule for all paraprofessionals
- The para base salary becomes \$15.00 per hour

Teachers and Paraprofessionals

The Memorandum of Understanding (MOU) regarding the referendum supplement (the millage) for the 2022-2023 school year was signed. The referendum supplement for paras will be to \$2,358 (an increase of \$304), and for teachers the referendum supplement will be \$6,591 (an increase of \$1,181).

For both contracts all current contract language including health insurance premiums continues until 2023-2024 negotiations.

All salary improvements are retroactive to July 1, 2022.

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, the School Board will place the agreements on their agenda for ratification.

Many thanks to the MEA and District bargaining teams for their hard work in reaching these tentative agreements on behalf of teachers and paraprofessionals.

Cynthia Saunders, Superintendent

Pat Barber, MEA President

TA 8/11/2022
BWP

MEAs Compensation Proposal 3 August 4, 2022

Category	Classroom Teacher and Non-Classroom Teachers Base Maintain \$47,500 (1561 FTE)	PERFORMANCE and GRANDFATHERED increase Base to 48436 or \$936 (1561 FTE)	Performance E Increase 4 levels (500 FTE)	Performance HE Increase 5 Levels (1150 FTE)	Grandfathered E/HE Increase 4 Levels (1217 FTE)	COLA \$150 (FTE 2929)	Increase Masters Degree Supplement to \$1,500 (+\$300) (1100 FTE)	Increase Supplemental/ Differential Pay by 2% (1135 FTE), New Supp. Team Leader	Sub Coverage \$20/coverage	TEACHER RETENTION (50/25 FTE)	PARA 1 Step/ 2% TOP OF SCHEDULE (364 FTE)	PARA \$1.00 Per Hour ON SCHEDULE (703 FTE)	Para \$15/Hr base (339 FTE)	Cost Without Benefits	COST WITH BENEFITS (19.57%)
Teacher Salary Bill \$47,500	\$ 9,194,310													\$ 9,194,310	
Teacher Salary Bill Base Adjustments														\$ -	
TSIA TOTAL														\$ 9,194,310	
General Fund Adjustments		\$ 1,461,096	\$ 156,000	\$ 858,000	\$ 1,518,816	\$ 439,350								\$ 4,433,262	\$ 5,300,851
General Fund Supplements							\$ 330,000	\$ 263,031	\$ 499,177	Current Lang.				\$ 1,092,208	\$ 1,305,953
TOTAL TEACHERS							TA 7/25/22							\$ 5,525,470	\$ 6,606,804
															\$ -
PARAPROFESSIONALS											\$ 187,367	\$ 1,002,255	\$ 241,030	\$ 1,430,653	\$ 1,710,631
TOTAL PARAS											TA 7/25/22	TA 7/25/22	TA 7/25/22	\$ 1,430,653	\$ 1,710,631

[illegible]

	TSAI	Charters 16%	Benefits 19.57%	Available	
TSIA 2022	\$ 13,608,861	\$ 2,177,417.76	\$ 2,237,133	\$ 194,310	
Maintenance	\$ 9,356,092	\$ 1,496,975	\$ 1,538,029	\$ 6,321,088	\$ 3,160,544
Increases	\$ 4,252,769	\$ 680,443	\$ 699,104	\$ 2,873,222	\$ 1,436,611
	\$ 13,608,861	\$ 2,177,418	\$ 2,237,133	\$ 194,310	
50% for base	\$ 2,126,385	\$ 340,221.60	\$ 349,552.1774	\$ 1,436,611	
50% Increases	\$ 2,126,384	\$ 340,221.44	\$ 349,552	\$ 1,436,611	

TRB NY
8/11/22
BV

Days, Hrs/per -> 196 7.75

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
2021-22	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
2021-22	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
2021-22	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
2021-22	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
2021-22	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
2022-23	PP2-R	\$15.00	\$15.13	\$15.31	\$15.65	\$15.86	\$16.20	\$16.42	\$16.72	\$16.99	\$17.31	\$17.66	\$17.92
2022-23	PP3-R	\$15.09	\$15.37	\$15.59	\$15.87	\$16.14	\$16.46	\$16.72	\$17.01	\$17.32	\$17.63	\$17.97	\$18.24
2022-23	PP4-R	\$15.32	\$15.66	\$15.83	\$16.15	\$16.40	\$16.76	\$17.00	\$17.29	\$17.59	\$17.93	\$18.27	\$18.59
2022-23	PP5-R	\$15.60	\$15.89	\$16.12	\$16.42	\$16.70	\$17.04	\$17.29	\$17.60	\$17.89	\$18.23	\$18.62	\$18.90
2022-23	PP6-R	\$15.86	\$16.17	\$16.38	\$16.72	\$16.97	\$17.34	\$17.60	\$17.90	\$18.21	\$18.58	\$18.93	\$19.23
Days, Hrs/per ->	195	7.25											
	Schedules for Teacher Aides												
2021-22	Grade	01	02	03	04	05	06	07	08	09	10	11	12
2021-22	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
2022-23	TA6-R	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.22	\$15.41	\$15.66	\$16.00
Days, Hrs/per ->	196	7.75											
	Schedules for Parent Liaisons												
2021-22	Grade	01	02	03	04	05	06	07	08	09	10	11	12
2021-22	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
2021-22	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
2022-23	PL1-R	\$15.00	\$15.00	\$15.09	\$15.51	\$15.77	\$16.05	\$16.33	\$16.69	\$16.97	\$17.27	\$17.70	\$17.99
2022-23	PL2-R	\$19.12	\$19.56	\$19.93	\$20.30	\$20.77	\$21.15	\$21.63	\$22.42	\$22.51	\$22.85	\$23.40	\$23.93

Days, Hrs/per ->

196

Schedule

	Grade	13	14	15	16	17	18	19	20	21	22	23	24
2021-22	PP2-R	\$17.25	\$17.56	\$17.97	\$18.30	\$18.63	\$18.84	\$18.99	\$19.16	\$19.99	\$21.68	\$22.41	\$22.41
2021-22	PP3-R	\$17.60	\$17.87	\$18.26	\$18.63	\$18.97	\$19.17	\$19.36	\$19.52	\$20.35	\$22.09	\$22.82	\$22.82
2021-22	PP4-R	\$17.91	\$18.22	\$18.59	\$18.97	\$19.33	\$19.56	\$19.71	\$19.86	\$20.73	\$22.49	\$23.22	\$23.22
2021-22	PP5-R	\$18.25	\$18.55	\$18.94	\$19.33	\$19.69	\$19.88	\$20.07	\$20.24	\$21.13	\$22.92	\$23.65	\$23.65
2021-22	PP6-R	\$18.58	\$18.88	\$19.29	\$19.69	\$20.06	\$20.25	\$20.46	\$20.63	\$21.54	\$23.36	\$24.09	\$24.57
2022-23	PP2-R	\$18.25	\$18.56	\$18.97	\$19.30	\$19.63	\$19.84	\$19.99	\$20.16	\$20.99	\$22.68	\$23.41	\$23.41
2022-23	PP3-R	\$18.60	\$18.87	\$19.26	\$19.63	\$19.97	\$20.17	\$20.36	\$20.52	\$21.35	\$23.09	\$23.82	\$23.82
2022-23	PP4-R	\$18.91	\$19.22	\$19.59	\$19.97	\$20.33	\$20.56	\$20.71	\$20.86	\$21.73	\$23.49	\$24.22	\$24.22
2022-23	PP5-R	\$19.25	\$19.55	\$19.94	\$20.33	\$20.69	\$20.88	\$21.07	\$21.24	\$22.13	\$23.92	\$24.65	\$24.65
2022-23	PP6-R	\$19.58	\$19.88	\$20.29	\$20.69	\$21.06	\$21.25	\$21.46	\$21.63	\$22.54	\$24.36	\$25.09	\$25.57
Days, Hrs/per ->	195												
	Schedule												
2021-22	Grade	13	14	15	16	17	18	19	20	21	22	23	24
2021-22	TA6-R	\$15.32	\$15.57	\$15.84	\$16.36	\$16.57	\$16.79	\$16.93	\$17.10	\$18.00	\$19.45	\$20.18	\$20.58
2022-23	TA6-R	\$16.32	\$16.57	\$16.84	\$17.36	\$17.57	\$17.79	\$17.93	\$18.10	\$19.00	\$20.45	\$21.18	\$21.58
Days, Hrs/per ->	196												
	Schedule												
2021-22	Grade	13	14	15	16	17	18	19	20	21	22	23	24
2021-22	PL1-R	\$17.40	\$17.70	\$18.12	\$18.56	\$18.93	\$19.31	\$19.53	\$19.68	\$21.72	\$22.45	\$22.45	\$22.45
2021-22	PL2-R	\$23.45	\$23.95	\$24.47	\$24.99	\$25.58	\$26.14	\$26.39	\$26.65	\$29.21	\$29.94	\$30.54	\$31.15
2022-23	PL1-R	\$18.40	\$18.70	\$19.12	\$19.56	\$19.93	\$20.31	\$20.53	\$20.68	\$22.72	\$23.45	\$23.45	\$23.45
2022-23	PL2-R	\$24.45	\$24.95	\$25.47	\$25.99	\$26.58	\$27.14	\$27.39	\$27.65	\$30.21	\$30.94	\$31.54	\$32.15

Days, Hrs/per -> 196

Schedule

	Grade	25	26	27	28	29	30	31	32	33	34
2021-22	PP2-R	\$22.84	\$22.84	\$22.84	\$23.28	\$23.74	\$24.20	\$24.67	\$25.16	\$25.66	
2021-22	PP3-R	\$23.26	\$23.26	\$23.26	\$23.71	\$24.18	\$24.65	\$25.13	\$25.62	\$26.13	
2021-22	PP4-R	\$23.67	\$23.67	\$23.67	\$24.13	\$24.60	\$25.08	\$25.57	\$26.07	\$26.59	
2021-22	PP5-R	\$24.11	\$24.11	\$24.11	\$24.58	\$25.06	\$25.55	\$26.05	\$26.56	\$27.09	
2021-22	PP6-R	\$25.06	\$25.56	\$26.07	\$26.59	\$27.12	\$27.66	\$28.21	\$28.77	\$29.35	
2022-23	PP2-R	\$23.84	\$23.84	\$23.84	\$24.28	\$24.74	\$25.20	\$25.67	\$26.16	\$26.66	\$27.19
2022-23	PP3-R	\$24.26	\$24.26	\$24.26	\$24.71	\$25.18	\$25.65	\$26.13	\$26.62	\$27.13	\$27.67
2022-23	PP4-R	\$24.67	\$24.67	\$24.67	\$25.13	\$25.60	\$26.08	\$26.57	\$27.07	\$27.59	\$28.14
2022-23	PP5-R	\$25.11	\$25.11	\$25.11	\$25.58	\$26.06	\$26.55	\$27.05	\$27.56	\$28.09	\$28.65
2022-23	PP6-R	\$26.06	\$26.56	\$27.07	\$27.59	\$28.12	\$28.66	\$29.21	\$29.77	\$30.35	\$30.96
Days, Hrs/per ->	195										
	Schedule										
2021-22	Grade	25	26	27	28	29	30	31	32	33	34
2021-22	TA6-R	\$20.99	\$24.41	\$21.84	\$22.28	\$22.73	\$23.18	\$23.64	\$24.11	\$24.59	
2022-23	TA6-R	\$21.99	\$25.41	\$22.84	\$23.28	\$23.73	\$24.18	\$24.64	\$25.11	\$25.59	\$26.10
Days, Hrs/per ->	196										
	Schedule										
2021-22	Grade	25	26	27	28	29	30	31	32	33	34
2021-22	PL1-R	\$22.88	\$22.88	\$22.88	\$23.33	\$23.78	\$24.24	\$24.72	\$25.20	\$25.70	
2021-22	PL2-R	\$31.77	\$32.41	\$33.06	\$33.72	\$34.39	\$35.08	\$35.78	\$36.50	\$37.23	
2022-23	PL1-R	\$23.88	\$23.88	\$23.88	\$24.33	\$24.78	\$25.24	\$25.72	\$26.20	\$26.70	\$27.23
2022-23	PL2-R	\$32.77	\$33.41	\$34.06	\$34.72	\$35.39	\$36.08	\$36.78	\$37.50	\$38.23	\$38.99

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, ~~2022~~ 2017 through June 30, ~~2024~~ 2021. 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.

TA BV

8/11/22

TA BWP

8/11/22

Referendum Revenue and Expenditure Summary

	Paras		Teachers	
	2021-22	2022-23	2021-22	2022-23
Tax Base (Per Line 4 of the DR-420S)	\$47,561,332,473	\$59,967,982,716	\$47,561,332,473	\$59,967,982,716
Millage	1.000	1.000	1.000	1.000
Collections % for Budgeting	96.00%	96.00%	96.00%	96.00%
Referendum Collections (PY Actual, CY Est)	\$45,658,879	\$57,569,263	\$45,658,879	\$57,569,263
Referendum %	5.00%	5.00%	51.00%	51.00%
Referendum Share	\$2,282,943.96	\$2,878,463.17	\$23,286,028.38	\$29,360,324.34
Share of ROI				
Prior-year profit/(loss) to apply to CY	\$157,352.89	\$157,038.00	\$727,862.03	\$80,985.00
Total Available	\$2,440,297	\$3,035,501	\$24,013,890	\$29,441,309
Annual Fringe %	19.47%	20.56%	19.47%	20.56%
Less Fringe	(\$397,695)	(\$517,667)	(\$3,913,539)	(\$5,020,847)
Less Cost of Additional Daily Time	(\$457,591)	(\$553,491)	(\$4,283,426)	(\$4,672,839)
Adjust for "roster vs. allocation"				
Balance for Net Distribution	\$1,585,011	\$1,964,344	\$15,816,926	\$19,747,623
Totals	772	833	2,924	2,996
Per Employee Amounts	2,054	\$2,358	5,410	\$6,591
		\$304		\$1,181

08/02/2022
Patricia A. Barker

[Signature]
 8/2/22