

## 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, September 29, 2025.

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

**The highlights are below. All documents and details including information regarding teacher and paraprofessional voting on ratification of the tentative agreements will be coming out soon.**

### **Highlights of the Teacher Tentative Agreements are as follows:**

- New decompressed placement schedule for teachers newly hired in '25-'26 giving credit for experience up to 21 years
- End the former salary schedule for teachers
- 4.75% increase for all eligible teachers (those who worked 99 days or more last year) on the Performance schedule regardless of level
- 4.75% increase to the Performance Schedule degree supplements
- \$100 for teachers rated Effective and \$125 for teachers rated Highly Effective who are on the Performance Schedule as required by FL Statute
- 4.75% increase for all eligible teachers (those who worked 99 days or more last year) on the Grandfathered schedule regardless of level
- Retention supplement for 16+ and 25+ years of experience maintained
- Differentiated Supplement schedule increased by 4.75%
- Supplement added for Speech Language Pathologists

### **Highlights of the Paraprofessional Tentative Agreements are as follows:**

- Summary of the Tentative Agreement Pg. 001
- One (1) step movement on the salary schedule for eligible paraprofessionals (those who worked 99 days or more last year) Pg. 002-004
- \$0.60 per hour increase applied to each step of the salary schedule for all paraprofessionals Pg.002-004

### **Teachers and Paraprofessionals**

- The Memorandum of Understanding (MOU) regarding the referendum supplement (the millage) for the 2025-2026 school year was signed. The referendum supplement for paras will be \$3598, and for teachers the referendum supplement will be \$9537. Pg. 006
- There will be a 4% increase in all health insurance premiums beginning in January 2026. The premiums will be divided over 22 checks in the calendar year. Pg. 005
- For both contracts, all current contract language including health insurance plan benefits continues until 2026-2027 negotiations.
- All salary improvements are retroactive to July 1, 2025.

### **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.

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

**Dr. Laurie Breslin, Superintendent**

**Pat Barber, MEA President**

SDMC Offer #7 as of 9/29/2025

| Category                                                                         | Decompressed Placement<br>schedule for FY 25/26      | Perf Increase                          | Performance<br>Pay    | Performance<br>Degree<br>Supplements | Retention                                                                      | New<br>Supplement | School<br>Supplements | Para step<br>Increase | Paras<br>Increase to<br>each step | Cost of<br>Increases<br>without<br>Benefits | Cost of Increase<br>with Benefits             |
|----------------------------------------------------------------------------------|------------------------------------------------------|----------------------------------------|-----------------------|--------------------------------------|--------------------------------------------------------------------------------|-------------------|-----------------------|-----------------------|-----------------------------------|---------------------------------------------|-----------------------------------------------|
| Category                                                                         | 0.20% (employees hired for<br>25-26 SY will receive) | 4.75% (2,601)<br>excludes new<br>hires | (\$100 E/<br>\$125HE) | 4.75% (774)                          | 28 at 16+ yrs<br>\$2.1K; 40 (incl<br>34 stack) at<br>25+ yrs \$3.6K<br>updated | SLP 40 @ \$1K     | 4.75%                 | One-Step              | Add 0.60 per<br>step              |                                             |                                               |
| General Fund Increases                                                           | \$ 117,279                                           | \$ 6,735,650                           | \$ 237,975            | \$ 86,460                            | \$ 202,800                                                                     | \$ 40,000         | \$ 180,229            |                       |                                   | \$ 7,600,393                                | \$ 9,324,162                                  |
| TOTAL MEA TEACHER                                                                | Referendum Supplement 25-26 \$9,537                  |                                        |                       |                                      |                                                                                |                   |                       |                       |                                   |                                             | \$ 7,600,393 \$ 9,324,162                     |
| TOTAL PARAPROFESSIONALS                                                          | Referendum Supplement 25-26 \$3,598                  |                                        |                       |                                      |                                                                                |                   |                       |                       |                                   |                                             | \$ 171,645 \$ 691,795 \$ 863,440 \$ 1,059,268 |
| TOTAL INCREASE IN 2025-26 MEA SALARY COMPENSATION excludes referendum supplement |                                                      |                                        |                       |                                      |                                                                                |                   |                       |                       |                                   |                                             | \$ 10,383,430                                 |

HEALTH SELF-INSURANCE PREMIUM INCREASE OF 4.0% FOR EMPLOYEES AND EMPLOYER FOR 2026 CALENDAR YEAR WITH NO PLAN CHANGES.

TA BNP 9/28/2025

TA Mahabadi 9/28/25

Paraprofessional Salary Schedules 2024-2025 2025-2026

| Grade:    | PL1-R 2024-2025                         | PL1-R 2025-2026                        |
|-----------|-----------------------------------------|----------------------------------------|
| Position: | Parent Liaison 1, Behavior Technician 1 | Parent Liaison 1 Behavior Technician 1 |
| Days/Hrs: | 196 Days 7.75 Hrs/Day                   | 196 Days 7.75 Hrs/Day                  |
| Step      | Hourly                                  | Hourly                                 |
| 1         | \$24,456                                | \$16.70                                |
| 2         | \$24,532                                | \$16.75                                |
| 3         | \$24,608                                | \$16.80                                |
| 4         | \$24,684                                | \$16.85                                |
| 5         | \$24,760                                | \$16.90                                |
| 6         | \$24,836                                | \$16.95                                |
| 7         | \$24,912                                | \$17.00                                |
| 8         | \$24,988                                | \$17.05                                |
| 9         | \$25,064                                | \$17.10                                |
| 10        | \$25,140                                | \$17.15                                |
| 11        | \$25,216                                | \$17.20                                |
| 12        | \$25,292                                | \$17.25                                |
| 13        | \$25,368                                | \$17.30                                |
| 14        | \$25,444                                | \$17.35                                |
| 15        | \$25,520                                | \$17.40                                |
| 16        | \$25,596                                | \$17.45                                |
| 17        | \$25,672                                | \$17.50                                |
| 18        | \$25,748                                | \$17.55                                |
| 19        | \$25,824                                | \$17.60                                |
| 20        | \$25,900                                | \$17.65                                |
| 21        | \$25,976                                | \$17.70                                |
| 22        | \$26,052                                | \$17.75                                |
| 23        | \$26,128                                | \$17.80                                |
| 24        | \$26,204                                | \$17.85                                |
| 25        | \$26,280                                | \$17.90                                |
| 26        | \$26,356                                | \$17.95                                |
| 27        | \$26,432                                | \$18.00                                |
| 28        | \$26,508                                | \$18.05                                |
| 29        | \$26,584                                | \$18.10                                |
| 30        | \$26,660                                | \$18.15                                |
| 31        | \$26,736                                | \$18.20                                |
| 32        | \$26,812                                | \$18.25                                |
| 33        | \$26,888                                | \$18.30                                |
| 34        | \$26,964                                | \$18.35                                |
| 35        | \$27,040                                | \$18.40                                |

| Grade:    | PL2-R                                   | PL2-R                                   |
|-----------|-----------------------------------------|-----------------------------------------|
| Position: | Parent Liaison 2, Behavior Technician 2 | Parent Liaison 2, Behavior Technician 2 |
| Days/Hrs: | 196 Days 7.75 Hrs/Day                   | 196 Days 7.75 Hrs/Day                   |
| Step      | Hourly                                  | Hourly                                  |
| 1         | \$30,714                                | \$20.22                                 |
| 2         | \$30,790                                | \$20.27                                 |
| 3         | \$30,866                                | \$20.32                                 |
| 4         | \$30,942                                | \$20.37                                 |
| 5         | \$31,018                                | \$20.42                                 |
| 6         | \$31,094                                | \$20.47                                 |
| 7         | \$31,170                                | \$20.52                                 |
| 8         | \$31,246                                | \$20.57                                 |
| 9         | \$31,322                                | \$20.62                                 |
| 10        | \$31,398                                | \$20.67                                 |
| 11        | \$31,474                                | \$20.72                                 |
| 12        | \$31,550                                | \$20.77                                 |
| 13        | \$31,626                                | \$20.82                                 |
| 14        | \$31,702                                | \$20.87                                 |
| 15        | \$31,778                                | \$20.92                                 |
| 16        | \$31,854                                | \$20.97                                 |
| 17        | \$31,930                                | \$21.02                                 |
| 18        | \$32,006                                | \$21.07                                 |
| 19        | \$32,082                                | \$21.12                                 |
| 20        | \$32,158                                | \$21.17                                 |
| 21        | \$32,234                                | \$21.22                                 |
| 22        | \$32,310                                | \$21.27                                 |
| 23        | \$32,386                                | \$21.32                                 |
| 24        | \$32,462                                | \$21.37                                 |
| 25        | \$32,538                                | \$21.42                                 |
| 26        | \$32,614                                | \$21.47                                 |
| 27        | \$32,690                                | \$21.52                                 |
| 28        | \$32,766                                | \$21.57                                 |
| 29        | \$32,842                                | \$21.62                                 |
| 30        | \$32,918                                | \$21.67                                 |
| 31        | \$32,994                                | \$21.72                                 |
| 32        | \$33,070                                | \$21.77                                 |
| 33        | \$33,146                                | \$21.82                                 |
| 34        | \$33,222                                | \$21.87                                 |
| 35        | \$33,298                                | \$21.92                                 |

TA BNP 10/1/2025  
TA Mark 10/1/25

| Grade:     | PP6-R 2024-2025                                                                                                                                                                                                                                                                                                                                                                                              | PP6-R 2025-2026                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Positions: | Tchr Assistant, Library Assistant, ED. Interpreter 1 & 2, Home Schl Liaison 1 & 2                                                                                                                                                                                                                                                                                                                            | Tchr Assistant, Library Assistant, ED. Interpreter 1 & 2, Home Schl Liaison 1 & 2                                                                                                                                                                                                                                                                                                                                                                      |
| Days/Hrs:  | 195 Days<br>Step<br>1<br>2<br>3<br>4<br>5<br>6<br>7<br>8<br>9<br>10<br>11<br>12<br>13<br>14<br>15<br>16<br>17<br>18<br>19<br>20<br>21<br>22<br>23<br>24<br>25<br>26<br>27<br>28<br>29<br>30<br>31<br>32<br>33<br>34<br>35                                                                                                                                                                                    | 195 Days<br>Annual<br>\$25,762<br>\$26,233<br>\$26,552<br>\$27,069<br>\$27,448<br>\$28,010<br>\$28,405<br>\$28,861<br>\$29,322<br>\$29,894<br>\$30,426<br>\$30,881<br>\$31,413<br>\$31,869<br>\$32,491<br>\$33,099<br>\$33,661<br>\$34,269<br>\$34,827<br>\$35,909<br>\$36,624<br>\$37,793<br>\$40,512<br>\$41,256<br>\$42,016<br>\$42,790<br>\$43,580<br>\$44,385<br>\$45,205<br>\$46,041<br>\$46,892<br>\$47,773<br>\$48,699<br>\$49,640<br>\$50,551 |
|            | 7.75 Hrs/Day<br>Hourly<br>\$16.96<br>\$17.27<br>\$17.48<br>\$17.82<br>\$18.07<br>\$18.44<br>\$18.70<br>\$19.00<br>\$19.31<br>\$19.68<br>\$20.03<br>\$20.32<br>\$20.68<br>\$20.98<br>\$21.29<br>\$21.79<br>\$22.16<br>\$22.55<br>\$22.93<br>\$23.64<br>\$24.46<br>\$25.19<br>\$26.67<br>\$27.16<br>\$27.66<br>\$28.17<br>\$28.69<br>\$29.22<br>\$29.76<br>\$30.31<br>\$30.82<br>\$31.45<br>\$32.06<br>\$32.68 | 7.75 Hrs/Day<br>Hourly<br>\$17.56<br>\$17.87<br>\$18.08<br>\$18.42<br>\$18.67<br>\$19.04<br>\$19.30<br>\$19.60<br>\$19.91<br>\$20.28<br>\$20.63<br>\$20.93<br>\$21.28<br>\$21.58<br>\$21.99<br>\$22.39<br>\$22.76<br>\$22.95<br>\$23.16<br>\$23.33<br>\$24.24<br>\$26.06<br>\$26.79<br>\$27.27<br>\$27.76<br>\$28.26<br>\$28.77<br>\$29.29<br>\$29.82<br>\$30.36<br>\$30.91<br>\$31.47<br>\$32.05<br>\$32.66<br>\$33.28                                |

| Grade:    | TA6-R 2024-2025                                                                                                                                                                                                                                                                                                                                                                                                         | TA6-R 2025-2026                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Position: | Tchr Aide                                                                                                                                                                                                                                                                                                                                                                                                               | Tchr Aide                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Days/Hrs: | 195 Days<br>Step<br>1<br>2<br>3<br>4<br>5<br>6<br>7<br>8<br>9<br>10<br>11<br>12<br>13<br>14<br>15<br>16<br>17<br>18<br>19<br>20<br>21<br>22<br>23<br>24<br>25<br>26<br>27<br>28<br>29<br>30<br>31<br>32<br>33<br>34<br>35                                                                                                                                                                                               | 195 Days<br>Annual<br>\$23,761<br>\$23,832<br>\$23,903<br>\$23,973<br>\$23,044<br>\$23,115<br>\$23,186<br>\$23,256<br>\$23,327<br>\$23,398<br>\$23,469<br>\$24,175<br>\$24,628<br>\$24,981<br>\$25,363<br>\$26,098<br>\$26,706<br>\$26,904<br>\$27,144<br>\$28,416<br>\$30,466<br>\$31,498<br>\$31,064<br>\$32,643<br>\$33,237<br>\$33,845<br>\$34,467<br>\$35,103<br>\$35,740<br>\$36,390<br>\$37,054<br>\$37,733<br>\$38,454<br>\$39,192 |
|           | 7.25 Hrs/Day<br>Hourly<br>\$16.10<br>\$16.15<br>\$16.20<br>\$16.25<br>\$16.30<br>\$16.35<br>\$16.40<br>\$16.45<br>\$16.50<br>\$16.55<br>\$16.76<br>\$17.10<br>\$17.42<br>\$17.67<br>\$17.94<br>\$18.46<br>\$18.67<br>\$18.89<br>\$19.03<br>\$19.20<br>\$20.10<br>\$21.55<br>\$22.28<br>\$22.68<br>\$23.09<br>\$23.51<br>\$23.94<br>\$24.38<br>\$24.83<br>\$25.28<br>\$25.74<br>\$26.21<br>\$26.69<br>\$27.20<br>\$27.72 | 7.25 Hrs/Day<br>Hourly<br>\$16.70<br>\$16.75<br>\$16.80<br>\$16.85<br>\$16.90<br>\$16.95<br>\$17.00<br>\$17.05<br>\$17.10<br>\$17.15<br>\$17.36<br>\$17.70<br>\$18.02<br>\$18.27<br>\$18.54<br>\$19.06<br>\$19.27<br>\$19.49<br>\$19.63<br>\$19.80<br>\$20.70<br>\$22.15<br>\$22.88<br>\$23.28<br>\$23.69<br>\$24.11<br>\$24.54<br>\$24.98<br>\$25.43<br>\$25.88<br>\$26.34<br>\$26.81<br>\$27.29<br>\$27.80<br>\$28.32                    |

TA BNP 10/1/2025  
 FT Mail West  
 10/4/25

| Grade:    | TA6-R ESE 2024-2025 |              |          | TA6-R ESE 2025-26 |  |  |
|-----------|---------------------|--------------|----------|-------------------|--|--|
| Position: | Tchr Aide, ESE      |              |          | Tchr Aide, ESE    |  |  |
| Days/Hrs: | 195 Days            | 7.25 Hrs/Day | 195 Days | 7.25 Hrs/Day      |  |  |
| Step      | Annual              | Hourly       | Annual   | Hourly            |  |  |
| 1         | \$23,115            | \$16.35      | \$23,963 | \$16.95           |  |  |
| 2         | \$23,186            | \$16.40      | \$24,034 | \$17.00           |  |  |
| 3         | \$23,256            | \$16.45      | \$24,104 | \$17.05           |  |  |
| 4         | \$23,327            | \$16.50      | \$24,175 | \$17.10           |  |  |
| 5         | \$23,398            | \$16.55      | \$24,246 | \$17.15           |  |  |
| 6         | \$23,468            | \$16.60      | \$24,317 | \$17.20           |  |  |
| 7         | \$23,539            | \$16.65      | \$24,387 | \$17.25           |  |  |
| 8         | \$23,610            | \$16.70      | \$24,458 | \$17.30           |  |  |
| 9         | \$23,680            | \$16.75      | \$24,529 | \$17.35           |  |  |
| 10        | \$23,751            | \$16.80      | \$24,599 | \$17.40           |  |  |
| 11        | \$24,048            | \$17.01      | \$24,896 | \$17.61           |  |  |
| 12        | \$24,529            | \$17.35      | \$25,377 | \$17.95           |  |  |
| 13        | \$24,981            | \$17.67      | \$25,829 | \$18.27           |  |  |
| 14        | \$25,324            | \$17.92      | \$26,183 | \$18.52           |  |  |
| 15        | \$25,716            | \$18.19      | \$26,564 | \$18.79           |  |  |
| 16        | \$26,451            | \$18.71      | \$27,300 | \$19.31           |  |  |
| 17        | \$26,748            | \$18.92      | \$27,596 | \$19.52           |  |  |
| 18        | \$27,059            | \$19.14      | \$27,907 | \$19.74           |  |  |
| 19        | \$27,257            | \$19.28      | \$28,105 | \$19.88           |  |  |
| 20        | \$27,497            | \$19.45      | \$28,346 | \$20.05           |  |  |
| 21        | \$28,770            | \$20.35      | \$29,618 | \$20.95           |  |  |
| 22        | \$30,820            | \$21.80      | \$31,668 | \$22.40           |  |  |
| 23        | \$31,852            | \$22.53      | \$32,700 | \$23.13           |  |  |
| 24        | \$32,417            | \$22.93      | \$33,266 | \$23.53           |  |  |
| 25        | \$32,997            | \$23.34      | \$33,845 | \$23.94           |  |  |
| 26        | \$33,591            | \$23.76      | \$34,439 | \$24.36           |  |  |
| 27        | \$34,199            | \$24.19      | \$35,047 | \$24.79           |  |  |
| 28        | \$34,821            | \$24.62      | \$35,669 | \$25.23           |  |  |
| 29        | \$35,457            | \$25.08      | \$36,305 | \$25.68           |  |  |
| 30        | \$36,093            | \$25.52      | \$36,941 | \$26.13           |  |  |
| 31        | \$36,743            | \$25.99      | \$37,592 | \$26.59           |  |  |
| 32        | \$37,408            | \$26.46      | \$38,256 | \$27.06           |  |  |
| 33        | \$38,086            | \$26.94      | \$38,935 | \$27.54           |  |  |
| 34        | \$38,807            | \$27.45      | \$39,656 | \$28.05           |  |  |
| 35        | \$39,545            | \$27.97      | \$40,394 | \$28.57           |  |  |

TA BAP 10/1/2025  
TA Haul went 10/4/25



TA 9/26/25 DNR  
TA- 9/25/25 Hatched

1. Health Premium Rate Increase 4.0%.

|               |       |
|---------------|-------|
| Total MEA     | 2,609 |
| Total in plan | 4,140 |

Note: ER = Employer and EE = Employee

Health Insurance - \$ Increase by Plan for CY 2026 with 4.0% Rate Increase

Referendum Memorandum of Understanding for 2025-26

| Referendum                                | Paras          |               | Instructional    |                  |
|-------------------------------------------|----------------|---------------|------------------|------------------|
|                                           | 2024-25        | 2025-26       | 2024-25          | 2025-26          |
| Referendum Collection (PY Actual, CY Est) | \$ 75,511,748  | \$ 77,237,118 | \$ 75,511,748    | \$ 77,237,118    |
| Tax Collector 2% Commission               |                | \$ 1,544,742  |                  | \$ 1,544,742     |
| Adjusted Referendum Collection            | \$ 75,511,748  | \$ 75,692,376 | \$ 75,511,748    | \$ 75,692,376    |
| Referendum %                              | 5%             | 5%            | 51%              | 51%              |
| Referendum Share                          | \$ 3,775,587   | \$ 3,784,619  | \$ 38,510,991.57 | \$ 38,603,111.58 |
| FY 24-25 Carryforward                     | \$ 487,312     | \$ 441,239    | \$ 1,842,990.02  | \$ 1,830,777.33  |
| Share of Estimated Interest               | \$ 58,578.78   | \$ 38,000     | \$ 597,503.58    | \$ 387,600       |
| Total Available                           | \$ 4,321,478   | \$ 4,263,858  | \$ 40,951,485.17 | \$ 40,821,488.91 |
| Annual Fringe                             | 22.78%         | 22.68%        | 22.78%           | 22.68%           |
| Less Fringe                               | (\$801,786)    | (\$788,265)   | (\$7,597,938)    | (\$7,546,718)    |
| Less Cost of Additional Time              | (\$684,103.95) | (\$634,367)   | (\$5,476,005)    | (\$5,360,024)    |
| Balance for Distribution                  | \$ 2,835,588   | \$2,841,226   | \$ 27,877,543    | \$ 27,914,747    |
| FTE                                       | 788            | 808           | 2923             | 3003             |
| Per Employee Amounts                      | \$ 3,598       | \$ 3,516      | \$ 9,537         | \$ 9,269         |
| Increase (Decrease) from prior year       |                | \$ (82)       |                  | \$ (268)         |

For the 2025-26 work year only, the School Board of Manatee County agrees to retain the prior year Per Employee Amounts as the baseline amounts to keep salaries competitive this year as described below.

|                                                 | 2025-26           | 2025-26          |
|-------------------------------------------------|-------------------|------------------|
| Referendum Pay-Using FY2024-25 Baseline Amounts | Paraprofessionals | Instructional    |
| Referendum Supplement Per Employee              | \$ 3,598.00       | \$ 9,537.00      |
| Estimated FTE                                   | 808               | 3003             |
| Cost of Referendum Supplement                   | \$ 2,907,184.00   | \$ 28,639,611.00 |
| Cost of Additional Time                         | \$ 634,367.00     | \$ 5,360,024.00  |
| Cost of Fringe Benefits 22.68%                  | \$ 803,223.77     | \$ 7,711,117.22  |
| Total Referendum Supplement Cost With Benefits  | \$ 4,344,774.77   | \$ 41,710,752.22 |

For the School District of Manatee County

For the Manatee Education Association

*M. Alut* 8/13/25  
*TA* 8/13/2025  
*Bozop*

MEMORANDUM OF UNDERSTANDING  
Between the  
SCHOOL DISTRICT OF MANATEE COUNTY  
AND  
MANATEE EDUCATION ASSOCIATION 3821

This memorandum of Understanding between the School District of Manatee County (District) and the Manatee Education Association (MEA) Teacher Bargaining Unit, hereby referred to as “the parties” mutually agree to the following modifications to their 2024-2026 Collective Bargaining Agreement (CBA) in Article XII, Compensation and Health Benefits; Subdivision 6 – Teacher payday as specified in the below language.

**ARTICLE XII COMPENSATION AND HEALTH BENEFITS**

**Subdivision 6 - Teacher 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 Teachers hired prior to the beginning of the work year. Payments shall be distributed on the second Friday following the end of the pay period.

- a. For the 2025-26 work year, Salary shall be distributed in 27 26 payroll distributions. The first payroll distribution in the 2025-26 work year 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 the first 5 days and paid on the August 8, 2025 payroll distribution date. The remaining pay shall reflect the remaining annual teacher pay in 26 regular payroll distributions shall be of equal amounts based on the annual salary of the teacher minus the initial payroll distribution. The final payroll distribution shall occur on, or prior to, August 7, 2026. Beginning with the 2026-2027 work year, Salary shall be distributed in 26 equal payroll distributions. The first payroll distribution shall occur in the second payroll distribution date in August each year and the final payroll distribution shall occur on the first payroll distribution date in August of the following year.
- b. For the 2025-26 work year, Salary shall be distributed in 27 26 payroll distributions. The first payroll distribution in the 2025-26 work year 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 the first 5 days and paid on the August 8, 2025 payroll distribution date. 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 pay. The remaining 26 25 regular payroll distributions shall be of equal amounts based on the annual salary of the teacher minus the initial payroll distribution. The teacher 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. Beginning with the 2026-2027 work year, Salary shall be distributed in 26 equal payroll distributions. The initial payroll distribution of the work year shall occur in the second payroll distribution date in August of the work year. The teacher 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.
- c. For the 2025-26 work year, Salary shall be distributed in 23 22 payroll distributions. The first payroll distribution in the 2025-26 work year 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 the first 5 days and paid on the August 8, 2025 payroll distribution date. 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 pay. The remaining 22 24 regular payroll distributions shall be of equal amounts based on the annual salary of the teacher minus the initial payroll distribution. Beginning with the 2026-27 work year, salary shall be distributed in 22 equal payroll distributions. The initial payroll distribution of the work year shall occur in the second payroll distribution date in August of



the work year. The teacher shall receive the final payroll distribution in the first payroll distribution in June of each year as the final payment for the work year.

All other language contained within the Collective Bargaining Agreement between the parties shall remain unchanged and in full effect.

For the Manatee Education Association

Patricia Barber 07/16/2025  
Patricia Barber, President Date

For the School District of Manatee County

Kevin Chapman 7/16/25  
Kevin Chapman, Interim Superintendent Date

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