

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) Paraprofessional Bargaining Unit, hereby referred to as "the parties" mutually agree to the following modifications to their 2024-2026 Collective Bargaining Agreement (CBA) in Article XI, Compensation and Health Benefits; Subdivision 8 – Employee payday as specified in the below language.

**ARTICLE XI COMPENSATION AND HEALTH BENEFITS**

**Section 8 – Employee Payday:**

Bi-weekly Pay: Salary shall be distributed to employees based on the payroll distribution selected by the Employee 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 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 Employee pay in 26 regular payroll distributions shall be of equal amounts based on the annual salary of the Employee 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 Employee 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. 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 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.
- 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 21 regular payroll distributions shall be of equal amounts based on the annual salary of the Employee 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 Employee 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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For the Manatee Education Association

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

For the School District of Manatee County

[Signature] 7/16/25  
Kevin Chapman, Interim Superintendent Date

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