

## 2018-2019 Pay Adjustments

Passage of the Manatee tax referendum (Referendum) has allowed the School District of Manatee County (SDMC) to increase daily student instructional time by 30 minutes. The Referendum also affords SDMC the opportunity to become a very competitive player in the marketplace for talent. The pay adjustments that many employees saw on their most recent paycheck, or will see in the near future, come in three forms:

1. Pay for Additional Worktime
2. Annual Supplements
3. Hourly Pay Adjustments

### Summary Table of 2018-2019 Pay Adjustments by Employee Group

Employee Group	School Cost Center	Department Cost Center-- Directly Serves Students	Department Cost Center-- Does Not Directly Serve Students
<b>School Administrators</b> (Principals, Assistant Principals, Athletic Administrators, etc.)	30-minute increase to workday. Referendum supplement of \$1,797.88.	Not applicable.	30-minute increase to workday.
<b>Instructional Staff</b> (Teachers, Certified Counselors, ESE Specialists, Student Support Specialists, Media Specialists, Reading Coaches, Speech & Language Pathologists, etc.)	15-minute increase to workday. Referendum supplement of \$4,008.10.	15-minute increase to workday. Referendum supplement of \$4,008.10.	Not applicable.
<b>Paraprofessional Staff</b> (Teacher Aides, Teacher Assistants, Homeschool Liaisons, Behavior Technicians, etc.)	15-minute increase to workday. Referendum supplement of \$1,498.22.	15-minute increase to workday. Referendum supplement of \$1,498.22.	Not applicable.
<b>Hourly, Non-Bargaining Staff</b> (Hourly Secretaries, School Clerical Staff, Bookkeepers, LPNs, Cafeteria Managers, Registrars, etc.)	30-minute increase to workday for most full-time, non-eight-hour employees. Hourly pay adjustment of \$1.00.	30-minute increase to workday for most full-time, non-eight-hour employees. Hourly pay adjustment of \$1.00.	30-minute increase to workday for most full-time, non-eight-hour employees.
<b>SAMP Staff</b> (Deans, School Psychologists, Social Workers, Athletic Trainers, Graduation Enhancement Technicians, School Nurses, Curriculum/Instructional Specialists, Interpreter/Sign Language Professionals, Exempt District Staff, etc.)	30-minute increase to workday for most full-time employees. Referendum supplement of \$1,797.88.	30-minute increase to workday for most full-time employees. Referendum supplement of \$1,797.88.	30-minute increase to workday for most full-time employees.
<b>AFSCME Staff</b> (Bus Operators, Bus Attendants, Custodians, Mechanics, Food Service Workers, etc.)	Hourly pay adjustment of \$1.00.	Hourly pay adjustment of \$1.00.	Hourly pay adjustment of \$1.00.

### Explanation of 2018-2019 Pay Adjustments by Employee Group

#### 1. Pay for Additional Worktime

With the exception of those classified as AFSCME, most employees will see an increase to their workday in the 2018-2019 school year. Details of the daily schedule adjustments are as follows:

- a) School Administrators (Principals, Assistant Principals, Athletic Administrators, etc.)— 30-minute increase to workday. This 30 minutes results in a pay adjustment of 6.67% for those who worked 7.5 hours per day.

- b) Instructional Staff (Teachers, Certified Counselors, ESE Specialists, Student Support Specialists, Media Specialists, Reading Coaches, Speech & Language Pathologists, etc.)— 15-minute increase to workday. This 15 minutes results in a pay adjustment of 3.33% for those who worked 7.5 hours per day.
- c) Paraprofessional Staff (Teacher Aides, Teacher Assistants, Homeschool Liaisons, Behavior Technicians, etc.)— 15-minute increase to workday. This 15 minutes results in a pay adjustment of 3.33% for those who worked 7.5 hours per day and 3.57% for those who worked seven hours per day.
- d) Hourly, Non-Bargaining Staff (Hourly Secretaries, School Clerical Staff, Bookkeepers, LPNs, Cafeteria Managers, Registrars, etc.)— 30-minute increase to workday for most full-time, non-eight-hour employees. This 30 minutes results in a pay adjustment of 6.67% for those who worked 7.5 hours per day.
- e) SAMP Staff (Deans, School Psychologists, Social Workers, Athletic Trainers, Graduation Enhancement Technicians, School Nurses, Curriculum/Instructional Specialists, Interpreter/Sign Language Professionals, Exempt District Staff, etc.)— 30-minute increase to workday for most full-time employees. This 30 minutes results in a pay adjustment of 6.67% for those who worked 7.5 hours per day.
- f) AFSCME Staff (Bus Operators, Bus Attendants, Custodians, Mechanics, Food Service Workers, etc.)— No change to workday.

## 2. Annual Supplements

School-based and student-serving exempt staff members and paraprofessionals will be awarded a Referendum Supplement. Details of the annual supplements are as follows:

- a) School Administrators— All campus-based school administrators will receive a Referendum Supplement of \$1,797.88.
- b) Instructional Staff— All instructional staff members will receive a Referendum Supplement of \$4,008.10.
- c) Paraprofessional Staff— All paraprofessional staff members will receive a Referendum Supplement of \$1,498.22.
- d) Hourly, Non-Bargaining Staff— Ineligible (see Hourly Pay Adjustments below)
- e) SAMP Staff— All school-based and student-serving SAMP staff members will receive a Referendum Supplement of \$1,797.88. Interpreter/Sign Language Professionals, School Nurses, Occupational Therapists, Physical Therapists, School Psychologists, School Social Workers, Child Find Specialists, and School Health Services Specialists are not tied to a school cost center, but they will receive the supplement.
- f) AFSCME Staff— Ineligible (see Hourly Pay Adjustments below)

## 3. Hourly Pay Adjustments

School-based and student-serving hourly, non-bargaining staff members will be awarded an hourly pay adjustment. All AFSCME staff members will be awarded an hourly pay adjustment. Details of the hourly pay adjustment are as follows:

- a) School Administrators— Ineligible (see Supplements above)
- b) Instructional Staff— Ineligible (see Supplements above)
- c) Paraprofessional Staff— Ineligible (see Supplements above)

- d) Hourly, Non-Bargaining Staff—All school-based and student-serving hourly, non-bargaining staff members will receive an hourly pay adjustment of \$1.00. LPNs and Physical Therapy Assistants are not tied to a school cost center, but they will receive the hourly pay adjustment.
- e) SAMP Staff— Ineligible (see Supplements above)
- f) AFSCME Staff— All AFSCME staff members will receive an hourly pay adjustment of \$1.00.