

## 2019-2020 Referendum 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 competitive player in the marketplace for talent. Referendum-funded pay adjustments come in three forms:

1. Pay for Additional Worktime (initiated in 2018-2019)
2. Annual Supplements (initiated in 2018-2019 and adjusted in 2019-2020)
3. Hourly Pay Adjustments (initiated in 2018-2019)

Most employees who are ineligible for referendum-funded annual or hourly rate adjustments received an increase in pay beginning in 2018-2019, due to an increase in the workday. Please see the table below for further details.

**Summary Table of 2019-2020 Pay Adjustments by Employee Group<sup>1</sup>**

Employee Group	School Cost Center	Department Cost Center- Directly Serves Students	Department Cost Center-- Does Not Directly Serve Students
<b>School Administrators</b> Sample Titles: Principals, Assistant Principals, Athletic Administrators, etc.	<ul style="list-style-type: none"> <li>• 30-minute increase in workday.</li> <li>• Referendum supplement of \$2,156.</li> </ul>	<ul style="list-style-type: none"> <li>• 30-minute increase in workday.</li> <li>• Referendum supplement of \$2,156.</li> </ul>	Not applicable.
<b>Instructional Staff</b> Sample Titles: Teachers, Certified Counselors, ESE Specialists, Student Support Specialists, Media Specialists, Reading Coaches, Speech & Language Pathologists, etc.	<ul style="list-style-type: none"> <li>• 15-minute increase in workday.</li> <li>• Referendum supplement of \$4,728.</li> </ul>	<ul style="list-style-type: none"> <li>• 15-minute increase in workday.</li> <li>• Referendum supplement of \$4,728.</li> </ul>	Not applicable.
<b>Paraprofessional Staff</b> Sample Titles: Teacher Aides, Teacher Assistants, Homeschool Liaisons, Behavior Technicians, etc.	<ul style="list-style-type: none"> <li>• 15-minute increase in workday.</li> <li>• Referendum supplement of \$1,498.</li> </ul>	<ul style="list-style-type: none"> <li>• 15-minute increase in workday.</li> <li>• Referendum supplement of \$1,498.</li> </ul>	Not applicable.
<b>Hourly, Non-Bargaining Staff</b> Sample Titles: Hourly Secretaries, School Clerical Staff, Bookkeepers, LPNs, Cafeteria Managers, Registrars, etc.	<ul style="list-style-type: none"> <li>• 30-minute increase in workday for most full-time employees.</li> <li>• Hourly pay adjustment of \$1.00.</li> </ul>	<ul style="list-style-type: none"> <li>• 30-minute increase in workday for most full-time employees.</li> <li>• Hourly pay adjustment of \$1.00.</li> </ul>	<ul style="list-style-type: none"> <li>• 30-minute increase in workday for most full-time employees. (Referendum funds not utilized.)</li> </ul>
<b>SAMP Staff</b> Sample Titles: Deans, School Psychologists, Social Workers, Behavioral Specialists, Athletic Trainers, Graduation Enhancement Technicians, School Nurses, Curriculum/Instructional Specialists, Interpreter/Sign Language Professionals, Exempt District Staff, etc.	<ul style="list-style-type: none"> <li>• 30-minute increase in workday for most full-time employees.</li> <li>• Referendum supplement of \$2,156.</li> </ul>	<ul style="list-style-type: none"> <li>• 30-minute increase in workday for most full-time employees.</li> <li>• Referendum supplement of \$2,156.</li> </ul>	<ul style="list-style-type: none"> <li>• 30-minute increase in workday for most full-time employees. (Referendum funds not utilized.)</li> </ul>
<b>AFSCME Staff</b> Sample Titles: Bus Operators, Bus Attendants, Custodians, Mechanics, Food Service Workers, etc.	<ul style="list-style-type: none"> <li>• Hourly pay adjustment of \$1.00.</li> </ul>	<ul style="list-style-type: none"> <li>• Hourly pay adjustment of \$1.00.</li> </ul>	<ul style="list-style-type: none"> <li>• Hourly pay adjustment of \$1.00. (Referendum funds not utilized.)</li> </ul>

1. Titles included next to each employee group in the first column are not comprehensive. Rather, they are examples of positions with high employee counts, which fall under each of the three cost center groupings, if applicable, in the table (School Cost Center, Department Cost Center- Directly Serves Students, and Department Cost Center- Does not Directly Serve Students).

## **Explanation of 2019-2020 Pay Adjustments by Employee Group**

### **1. Pay for Additional Worktime**

Except for those classified as AFSCME, most employees saw an increase in their workday during 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 resulted in a pay adjustment of 6.67% for those who worked 7.5 hours per day in 2017-2018.
- 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 resulted in a pay adjustment of 3.33% for those who worked 7.5 hours per day in 2017-2018.
- c) Paraprofessional Staff (Teacher Aides, Teacher Assistants, Homeschool Liaisons, Behavior Technicians, etc.)— 15-minute increase to workday. This 15 minutes resulted 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 in 2017-2018.
- 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 resulted in a pay adjustment of 6.67% for those who worked 7.5 hours per day in 2017-2018.
- 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 resulted in a pay adjustment of 6.67% for those who worked 7.5 hours per day in 2017-2018.
- 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, non-school-based 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 \$2,156.
- b) Instructional Staff— All instructional staff members will receive a Referendum Supplement of \$4,728.
- c) Paraprofessional Staff— All paraprofessional staff members will receive a Referendum Supplement of \$1,498.
- 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 \$2,156. 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, non-school-based 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.