Agenda
Updated 11/13/2026

November 17, 2026
School Board of Manatee County
Regular Board Meeting - 12:00 PM
Walter Miller School Support Center
Board Room

Times Indicated are Approximate

1. CALL TO ORDER

2. APPROVAL OF THE AGENDA

1. Approval of Agenda Amendments - Added after Publication

3. PUBLIC COMMENTS (UP TO 30 MINUTES)

Public comment is not an open forum to discuss matters unrelated to education, to support or oppose candidates for public office, or to engage in commercial speech attempting to sell a service or product to the School Board or public. Also, public comment is not a forum to attack individual school system employees or Board Members. Any such complaints should be submitted in writing to the Superintendent for appropriate handling. Finally, this is not a forum for addressing issues involving individual students. Because of privacy concerns, such issues should be submitted in writing to the Superintendent for appropriate handling. Each speaker is allowed three minutes to address the Board. Speakers must stand at the podium and not approach the dais.

This is a business meeting of the School Board and the public expects that we conduct it in an orderly, efficient, effective and dignified manner. We request that speakers keep this in mind when making your comments. We also request that the audience keep that in mind and not demonstrate approval or disapproval of what a speaker has said by clapping or booing. The Board appreciates the public's input and will listen attentively, consider each comment, and usually will not respond, enter into debate, or answer questions during comments on agenda items or during the public comments section.

PUBLIC INPUT INSTRUCTIONS:
1. Before you begin speaking, please provide any handouts to the Agency Clerk.
2. Please identify yourself only by your full name for the record.
3. You have no more than three minutes to speak. Please stop speaking when the bell rings.
4. Florida Law requires all citizens to conduct themselves in an orderly fashion at public meetings.
5. **WARNING:** Any individual who interferes with the expeditious or orderly process of a School Board meeting, will be subject to removal from the meeting pursuant to Section 1001.372(3) Florida Statutes at the discretion of the Chair. Orderly fashion is deemed as, at a minimum (1) no profanity (2) no vulgar language (3) no discourteous, disrespectful, or disparaging conduct.

4. NEW BUSINESS

1. Ratification of the Agreement of the American Federation of State, County and Municipal Employees (AFSCME) Collective Bargaining Agreement for the School District of Manatee County (Multiple Funding Sources) - updated 11/16/2026
2. Approval of the 2026-2027 Salary Schedules for the American Federation of State, County and Municipal Employees (AFSCME) (Multiple Funding Sources)
3. Approval of the Longevity Supplement Increase for Hourly Non-Bargaining (HNB) Employees (General Fund) - added after publishing
4. Approval of the Appointments, Change of Assignments, Promotions, Reappointments, Reassignments, Resignations, Retirements, Suspensions, Terminations, and Transfers (No Financial Impact) - added after publishing

5. ADJOURNMENT

AGENDA ITEM NO. 2.1

School Board of Manatee County
November 17, 2026 - Regular Board Meeting
Action Item

Title
Approval of Agenda Amendments - *Added after Publication*

Executive Summary
The Chair has found good cause to amend the agenda to include the following:

The agenda has been amended November 13, 2026, to **add** attachments *Article XI - Section 13 Longevity Increases, Article XIII, and Article XI,* **to** New Business Item *Approval of Tentative Agreement of the American Federation of State, County and Municipal Employees (AFSCME) Collective Bargaining agreement for the School District of Manatee County (Multiple Funding Sources).*

The agenda has been amended November 16, 2026 to **update** title of New Business item **from** *Approval of Tentative Agreement of the American Federation of State, County and Municipal Employees (AFSCME) Collective Bargaining agreement for the School District of Manatee County* **to** *Ratification of the Agreement of the American Federation of State, County and Municipal Employees (AFSCME) Collective Bargaining Agreement for the School District of Manatee County (Multiple Funding Sources)*

The agenda has been amended November 13, 2026, to **add** New Business Item *Approval of the Longevity Supplement Increase for Hourly Non-Bargaining (HNB) Employees (General Fund) - added after publishing.*

The agenda has been amended November 13, 2026, to **add** New Business Item *Approval of the Appointments, Change of Assignments, Promotions, Reappointments, Reassignments, Resignations, Retirements, Suspensions, Terminations, and Transfers and its attachment.*

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Recommendation
The Board makes a motion to approve the agenda as amended.

Financial Impact
There is no Financial Impact to the District.

Contact
Submitting Department: School Board

AGENDA ITEM NO. 4.1

School Board of Manatee County
November 17, 2026 - Regular Board Meeting
Action Item

Title
Ratification of the Agreement of the American Federation of State, County and Municipal Employees (AFSCME) Collective Bargaining Agreement for the School District of Manatee County (Multiple Funding Sources) - updated 11/16/2026

Executive Summary
School Board will consider the American Federation of State, County, and Municipal Employees (AFSCME) Bargaining agreement for approval. Summary of agreements attached for reference.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Recommendation
The Superintendent recommends approval of the Tentative Agreement of the American Federation of State, County and Municipal Employees (AFSCME) Collective Bargaining Agreement for the School District of Manatee County (Multiple Funding Sources)

Financial Impact
This item is included in the 2026-2027 School District Budget.

Contact
Submitting Department: Human Resources
Initiated By: Dr. Christina Britton

Attachments:
TA Pay Increases
TA ARTICLE I Recognition
TA ARTICLE VII grievance
TA Article VIII
TA ARTICLE XVIII
TA ARTICLE II
2027 Health Plan premium increase - AFSCME
Article XI - Section 13 Longevity Increases-added after publishing
Article XIII-added after publishing
Article XI - added after publishing

AFSCME 26-27 Raises - SDMC Proposal

TA - M. ulloa 11/2/26

T/A J Burk 11/2/26

T/A Matt Cole 11-2-26

Salary Increases:	SDMC OFFER session 5	Cost of Increases
Add to all steps	2.50%	$ 831,534.00
Longevity 10 Yr increase $250 ($1,000 supplement) and 20 Yr increase $500 ($2,000 supplement)	10 Yr increase $250; 20 Yr increase $500	$ 82,750
Benefits	22.24%	$ 203,336.76
Total Salary Increase Cost		$ 1,117,620.76

Discussed after TA was signed for FY 2025-26 to move the regular mechanics. Moving lead positions to pay grade 38 for compliance with contract.		
Lead Controls Tech, Lead Vehicle Mechanic, Lead Electrician, Lead Refrigeration Tech (moving from 36B to 38B) to replace supplements in 25/26	5 FTE	$ 37,657

All compensation retroactive to the first work day of the 2026-27 contract.

	$	1,155,277.76
Base 25-26 salaries - AFSCME	$	31,423,172.51
Percentage of District's AFSCME raise increase cost on 25-26 AFSCME salaries		3.68%
Health insurance premium increase paid by District		1.76%
		5.44%

TA 10/6/26 TA 10/6/26 TA 10/6/26

ARTICLE I - RECOGNITION

Section 1 - Recognition

In accordance with Chapter 447, Florida Statutes, the School Board recognizes the Manatee County and Municipal Employees Local 1584 of the American Federation of State, County and Municipal Employees, AFL-CIO as the exclusive representative of the employees defined in the bargaining unit.

Section 2 - Bargaining Unit

It is understood and agreed by the parties that in this section, only the term, "full time" shall refer to both groups of employees defined as permanent employees according to Article II, Section 3. Except in Article III, Section 2, the definitions in Article II shall apply throughout the remainder of this agreement. The Union shall represent all full- time, non-instructional employees of said School Board in the following positions: ~~food service workers, kitchen managers, cafeteria manager trainees; custodians, lead custodians I & II, head custodians I, II, and III; regularly assigned school bus drivers in the transportation department; trade helpers, equipment operators special equipment operator trainee, furniture repairmen, painters, carpenters I & II, glaziers, lead carpenters, lead painters, lead furniture repairmen, dispatchers in the grounds and sites department; lead sites person, heating servicemen, welders, plumbers, air-conditioning and refrigeration servicemen, electronics technicians, lead computer repair technician, computer repair technician, office equipment technician, electricians, lead plumbers, lead air-conditioning and refrigeration servicemen, lead electronics technicians, lead electronics communications technician, lead electricians, and trainees in the maintenance department; and servicemen, service mechanics, mechanics I and II, mechanical machine specialist, tire repair person, fuel island attendant/fuel tanker attendant, bodymen and lead bodymen, mechanical equipment repairman I & II, lead mechanical equipment repairman, industrial equipment repairman I & II, lead industrial equipment repairman, parts assistants, automotive parts counter person, lead parts person, trainees in the equipment maintenance department; bus monitor, physical handicapped aide, lead heating serviceman, roofer I lead roofer, landscape specialist and insect and pest control technician, assistant pest control, turf maintenance technician, irrigation specialist, stores clerk, warehouse worker, warehouse worker- driver, warehouse worker-driver II, lead receiving clerk, receiving clerk, and delivery driver.~~

A/C Refrigeration Mechanic II
Assistant HVAC Mechanic
Bus Aide
Bus Aide – Physically Handicapped
Bus Driver/Operator
Camera Monitor
Carpenter
Carpenter, Lead Outside
Carpenter II – Outside
Carpenter II – Cabinet Shop
Carpenter – Capital Building Construction
Carpet Cleaning Foreman
Carpet Cleaning Technician
Combined Food Service Worker (4 hour)/Custodian (4 hour)
Controls Technician
Custodian
Dispatcher, School Bus Transportation
Electrician II
Equipment Operator

Food Service Worker
Foreman, Lawn Maintenance
Furniture Repairer
General Laborer Capital Building Construction
Groundskeeper
Head Custodian I
Head Custodian II
Heating Mechanic
HVAC Filter Changer
Industrial Equipment Mechanic II
Irrigation Technician II
Irrigation Technician Capital Building Construction
Lead Controls Technician
Lead Custodian II
Lead Electrician
Lead Electrician Technician/Fire Alarm
Lead Electronics Technician/Security
Lead Furniture Repairer
Lead Grounds Maintenance
Lead Industrial Equipment Mechanic
Lead Painter
Lead Pest Control and Fire Extinguisher Technician
Lead Plumber
Lead Receiving Clerk
Lead Refrigeration Mechanic
Lead Roofer
Lead Vehicle Mechanic
Locksmith
Officer, Security
Painter
Parts Assistant
Pest Control/Fire Extinguisher Technician
Playground Equipment Repair Technician
Plumber
Receiving Clerk
Resurfacing/Fencing Mechanic
Roofer
Stores Clerk
Student Assistant, Transportation
Technician, Electronics/Fire Alarm
Technician, Electronics/Security
Technician, Lawn Maintenance
Turf Maintenance Technician
Van Operator, Student Transportation
Vehicle Mechanic
Vehicle Maintenance Trades Helper
Warehouse Operations Foreman
Warehouse Worker/Driver I

The bargaining unit is limited to employees in any above said positions and shall not include any other employees of the School Board. Nothing in this Section will be construed to prevent the inclusion of new positions created by the School Board, if such new positions require duties similar to the above established positions.

of the agreement has/have been violated based upon the facts alleged. Copies of supporting documents or other demonstrative items of evidence may be attached to said grievance presentation or may be incorporated therein by specific reference thereto and shall be provided by the School Board at no cost to the employee or Local within five (5) days, provided that the clerical time does not exceed one hour and the number of copies requested does not exceed 50. In the event that either restriction listed is exceeded, the cost of the copies will be that normally charged by the District and the labor charge will be the designated employee's hourly rate.

TA
Mackulent 9/15/26

TA Matt Cole

The formal grievance must be filed with the Superintendent within fifteen (15) business days after **the written response from** the informal conference with his/her Immediate Supervisor **is received**.

SB 9/16/26

Decision by the Superintendent: The Superintendent shall meet with the grievant prior to making his**/her** decision. The Superintendent shall have ten (10) business days from the date **of** the grievance **meeting** ~~is~~ ~~**received by the Superintendent within which**~~ to render a written decision on the merits of said grievance and deliver a copy of the decision to the grievant.

Subdivision 3 - Binding Arbitration -

a) Procedure: In the event the grievant wishes to appeal the decision of the Superintendent, the grievant or his / her representative the Union, provided the grievant signs the grievance form and only the grievant, may request that the grievance be submitted to arbitration within ten (10) days of the date of the Superintendent's decision. Written notice of this action shall be submitted to the Superintendent.

b) Selection of Arbitrator: Upon submission of a grievance to arbitration under the terms of this procedure, the parties shall attempt to agree upon the selection of an arbitrator within five (5) days after the request to arbitrate. If no agreement on an arbitrator is reached after five (5) days the grievant may request FMCS to initiate procedures for the selection of an arbitrator, provided such request is made within ten (10) days after request for arbitration. Failure to request an arbitrator from the FMCS within the time limit periods provided herein shall constitute a waiver of the grievance.

c) Submission of Grievance Information: Upon appointment of the arbitrator, the appealing party and the School District shall within five days after notice of appointment forward to the arbitrator the submission of the grievance which shall include the following:

a. The issue involved,
b. Statement of the facts,

Article VIII T.A. MattCole 11-2-26 T.A. KMcLT 11/2/26 T/A LBurke 11/2/26

it is the Board's intent to promote from within or provide an explanation (upon request) for their not being hired, and assistance in career development as available.

Supervisors who make the hiring recommendations will base their decisions on, but not limited to, highest qualifications and, in the case of applicants from within the system, may include the employees' evaluations. For employees who are interviewed and are not selected for the position, upon his/her request, the supervisor will give an explanation of the reason or reasons for not being selected and methods or suggestions on what the employee can do to enhance their skills. Under no circumstances is the explanation given subject to grievance procedures.

An electronic record of the applications reviewed by the Supervisor will be archived for twelve (12) months.

Section 4 - Voluntary Transfers

An employee desiring a transfer shall apply in the district's applicant tracking system (PeopleSoft) for the specific posted position.

Section 5 - Administrative Transfers

The School Board reserves the right to transfer employees as emergency or exceptional conditions may require. Posting shall not apply in an administrative transfer involving any employee as long as it does not provide an increase in the hourly wage. However, the employee and the Union shall be notified prior to the transfer taking effect. In the event an employee is transferred involuntarily, the pay grade will remain the same the remainder of the fiscal year and the employee shall be given the opportunity to apply for any vacancy of the kind from which he/she was transferred and shall be granted an interview.

Section 6 - Supervisory Relationship

No employee shall be placed into a direct supervisory relationship over another employee who is a member of his/her immediate family or household. Transfers may be used to effectuate this provision in the case of promotions and changes in family or household configurations. Transfers necessitated by this provision shall be made as soon as administratively practical.

For the purpose of this provision, "direct supervision", shall refer to the relationship that exists between the staff member and the individual who is responsible for making the annual formal evaluation of the staff member.

"Immediate family" shall be considered to be mother, father, husband, wife, son, daughter, brother, sister, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, and sister-in-law, life partner/companion.

Under extraordinary circumstances, the School Board of Manatee County and Union may agree to waive this provision.

This provision shall not apply to those assignments made prior to ratification of this agreement.

Section 7 – Transfers into Bargaining Unit

Any employee who is transferred into the AFSCME bargaining unit shall serve a ~~120 day~~ **30 day** probationary period and will be placed on the step closest to their current rate of pay on the appropriate salary grade.

If an employee has previously been a member of the bargaining unit, they shall be placed at the step which they would normally be placed if they had not left the bargaining unit.

Section 8 – Transfers within Bargaining Unit

For employees who transfer to another position within the bargaining unit, there shall be a thirty (30) day trial period. (Note: this trial period is not a probation period. During this trial period, the employee shall retain all rights previously acquired.) During that time, either the employee or the district may request a return to the previous position.

, ml

T/A 6/24/26

ARTICLE XVIII - DURATION, RATIFICATIONS & EFFECTIVE DATE

T/A Matthew Cole 6/24/26

The effective date of this contract shall be July 1, ~~2023~~ 2026 and shall have a term of three years. Article XI and Article XVI will be open for ~~2024~~ 2027and ~~2025~~ 2028and ~~2026~~ 2029. In addition, each party may reopen one additional section of the agreement for bargaining for the ~~2024~~ 2027 and ~~2026~~ 2028 years.

All Articles not brought to the table by either party shall remain as is in full force and effect in the New Agreement.

Dates throughout the Contract shall be changed in the corresponding Articles to reflect the new duration period of the New Agreement.

ATTACHMENT 1

A. Jury Duty Leave for transportation employees shall be calculated in the same manner as the discretionary day is for bus drivers.

B. School Bus Drivers wishing to have a summer school route shall be given priority for these routes over personnel in other positions in the school system and seniority shall be considered in making such assignments.

C. Provide a contribution of .10 per employee, per thousand dollars of coverage, per month for all employees who purchase a second salary level of life insurance. The parties recognize that this agreement is full settlement of all claims which might arise related to contributions by the board for life insurance for employees with a second salary level of life insurance.

ATTACHMENT 2

A. Hospital due to a sudden onset of a medical emergency.

Medical Emergency: A person's sickness or injury of such nature that failure to get immediate medical care could put the person's life in danger or cause serious harm to the person's bodily functions. Some example of a medical emergency are: apparent heart attack including, but not limited to, severe crushing chest pain radiating to the arms and jaw; cerebral vascular accidents, severe shortness of breath or difficulty in breathing, severe or multiple injuries, including obvious convulsions, severe or multiple

injuries, including obvious fractures, severe allergic reactions; cyanosis; medical emergencies of blind persons, paraplegics, or quadriplegics which make transportation to the hospital difficult; apparent poisoning. Some examples of conditions that are not usually Medical Emergencies; cold, influenza, ordinary sprains, children's ear infections, nausea and headaches. In connection with the pregnancy of a covered person, a term delivery, whether vaginally or by cesarean section, is not a Medical Emergency.

T/A 6/24/26

T/A Matthew Cole 6/24/26

T.A. 6/24/26

Section 6 – Temporary Employees

For purposes of this agreement, "temporary employee" shall mean an individual who is employed for a portion of a school year in either a full-time or part-time capacity. Such an employee is not eligible for participation in the insurance programs of the school system.

Section 7 – Employee(s)

For purposes of this agreement, the term "employee(s)", shall mean any member of the bargaining unit.

Section 8 – Days

For the purposes of this agreement, "Day" or "Days" shall mean workday, Monday through Friday, unless otherwise specified.

Section 9 – Seniority

Seniority is defined as an employee's length of continuous service with the School Board of Manatee County in his/her current position. Seniority shall be broken by an employee's resignation, retirement, or discharge. This shall not affect Management's right to realign responsibilities between and within departments or to administrative involuntary transfers.

Seniority shall be a deciding factor in the following situations:

A. If management determines that it is necessary to reduce a position(s) within a certain school/department, the decision as to which employee(s) will be involuntarily transferred shall be based on reverse seniority, provided, however, that needs of the department shall be considered in the determination as to who will be transferred.

B. If a dayshift position in a school/department becomes vacant, the employee with the most seniority within the same classification in that school/department shall have the right to transfer to that dayshift position. The employee with the most seniority shall have three (3) workdays in which to decide if he/she wishes to transfer. If the employee with the most seniority does not wish to transfer, then the opportunity shall be offered to the employee with the next highest seniority, who shall also have one workday to decide if he/she wishes to transfer. Any

BENEFITS SHEET - AFSCME

Health Insurance - $ Increase by Plan for CY 2027 with 9.9% Rate Increase

	AFS Enrollment		2027 Annual Cost		2026 Annual Cost		Percentage Split		Increase per Employee	Annual Increase 20 Paychecks		Increase Cost from 2026 to Employee	Annual Premium Cost to employee	Board Premium Cost per employee by plan
			Employee	Board	Employee	Board	Employee	Board	Paycheck	Employee	Board			
Bronze	132	Employee Only	$80,784	$1,237,104	$72,864	$1,126,224	6.1%	93.9%	$ 3.00	$ 60	$ 840	$ 60.00	$ 612.00	$ 9,372.00
	8	Employee + Spouse	$59,040	$116,832	$53,760	$106,272	33.6%	66.4%	$ 33.00	$ 660	$ 1,320	$ 660.00	$ 7,380.00	$ 14,604.00
	23	Employee + Child(ren)	$70,104	$344,172	$63,756	$313,260	16.9%	83.1%	$ 13.80	$ 276	$ 1,344	$ 276.00	$ 3,048.00	$ 14,964.00
	3	Family	$29,376	$60,516	$26,712	$55,080	32.7%	67.3%	$ 44.40	$ 888	$ 1,812	$ 888.00	$ 9,792.00	$ 20,172.00
Total	**166**		$239,304	$1,758,624	$217,092	$1,600,836	12.0%	88.0%						
Silver	204	Employee Only	$252,144	$1,965,744	$227,664	$1,789,488	11.4%	88.6%	$ 5.45	$ 120	$ 864	$ 120.00	$ 1,236.00	$ 9,636.00
	12	Employee + Spouse	$108,576	$177,984	$98,784	$162,000	37.9%	62.1%	$ 37.09	$ 816	$ 1,332	$ 816.00	$ 9,048.00	$ 14,832.00
	22	Employee + Child(ren)	$121,704	$308,088	$110,616	$280,368	28.3%	71.7%	$ 22.91	$ 504	$ 1,260	$ 504.00	$ 5,532.00	$ 14,004.00
	5	Family	$66,600	$96,120	$60,600	$87,480	40.9%	59.1%	$ 54.55	$ 1,200	$ 1,728	$ 1,200.00	$ 13,320.00	$ 19,224.00
Total	**243**		$549,024	$2,547,936	$497,664	$2,319,336	17.7%	82.3%						
Gold	167	Employee Only	$326,652	$1,603,200	$296,592	$1,458,912	16.9%	83.1%	$ 8.18	$ 180	$ 864	$ 180.00	$ 1,956.00	$ 9,600.00
	6	Employee + Spouse	$63,504	$88,848	$57,744	$80,856	41.7%	58.3%	$ 43.64	$ 960	$ 1,332	$ 960.00	$ 10,584.00	$ 14,808.00
	8	Employee + Child(ren)	$56,064	$110,112	$50,976	$100,224	33.7%	66.3%	$ 28.91	$ 636	$ 1,236	$ 636.00	$ 7,008.00	$ 13,764.00
	3	Family	$46,944	$56,916	$42,696	$51,804	45.2%	54.8%	$ 64.36	$ 1,416	$ 1,704	$ 1,416.00	$ 15,648.00	$ 18,972.00
Total	**184**		$493,164	$1,859,076	$448,008	$1,691,796	21.0%	79.0%						
	593		**$1,281,492**	**$6,165,636**	**$1,162,764**	**$5,611,968**	**17.2%**	**82.8%**						

Note: 9.9% premium rate increase for 2027 calendar year; No change to percentage split, No plan changes.

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Section 11 – Learn & Earn

The Board agrees to extend the benefits of the Learn & Earn Program to AFSCME Employees.

Section 12 – Pay for Leads

Leads will be paid two (2) pay grades above the trades they are leading. Positions that are currently paid three (3) pay grades above the trades, in exception to this, shall remain at the current differential until the position is vacant. The vacant position will be reclassified to the standard two pay grades above the highest pay grade being led.

Section 13 – Longevity

Employees who have completed ten (10) continuous years of service by November 30 of each year will receive a one thousand dollar ($1,000) longevity supplement in a December paycheck. Employees who have completed ten (10) continuous years of service by June 30 of each year will receive the longevity supplement in an August paycheck. The supplement will be payable annually through their twentieth (20) year of service.

Employees who have completed twenty (20) continuous years of service by November 30 of each year will receive a two thousand dollar ($2,000) longevity supplement in a December paycheck. Employees who have completed twenty (20) continuous years of service by June 30 of each year will receive the longevity supplement in a August paycheck. The supplement will be payable annually though their final year of service.

Longevity supplements will apply towards retirement credit.

Any employee must be in an active-duty status (not on unpaid leave) as of December 1 or July 1, respectively, of any given school year to be eligible to receive his/her longevity payment. Employees who separate from service with the Board prior to December 1 or July 1, respectively, of any given school year will not be eligible to receive that year's longevity payment.

Section 14 – Food Service Designee

1) There may be one food service designee per school designated, identified annually.
2) Employee qualifications for designee:
   a) Employee must be a six-hour worker
   b) ServSafe Certification within the first year
   c) Complete required training plan for designee
   d) Perform all duties in their absence, including but not limited to, staff supervision, ordering, inventory, end of day paperwork, receiving, payroll and training

e) Assist the manager with staff training.

Food Service employees who meet the criteria to be a designee will receive a supplement of one pay grade while in that position.

No vacation shall be granted to employees during the following time periods, except where a documented emergency exists or when an employee has a child/spouse who has attended/worked summer school for the full term and because of this is unable to take accumulated vacation time during the summer.

Maintenance/Operations/Vehicle Maintenance/Capital Building/Construction/Food Service – one (1) week preceding the return of students and one week after the return of students

Warehouse - the two (2) week period preceding the return of students.

Section 2 – Discretionary Day

One paid discretionary day per fiscal year shall be granted to all employees of this bargaining unit who have successfully completed the first one hundred twenty (120) days of their probationary period.

The employee is required to give one (1) day notice prior to taking the Discretionary Day.

A Discretionary Day for Transportation Department employees shall be the time estimated by assigned route time plus administrative time for a normal day.

A Discretionary Day shall be one full workday, equal to an employee's normal workday (not extended day).

Food and Nutrition Service and Transportation employees shall not be permitted to use their discretionary day during the first or last five (5) days of their contract year. Discretionary day requests or needs due to issues beyond an employee's control will be considered on an individual basis.

Section 3 – Ten Month Employee Holidays

Ten (10) month employees shall receive Labor Day, Martin Luther King Day, Christmas Day, Thanksgiving Day, Veterans' Day and New Year's Day as paid holiday. Any employee who works on a paid holiday will be paid double time for those hours worked

Section 4 – Twelve Month Employees

Twelve (12) month employees shall receive New Year's Day, Good Friday, Veteran's Day, Independence Day, Labor Day, Thanksgiving Thursday and Friday, Christmas Eve and Christmas Day and President's Day as paid holidays. Any employee who works on a paid holiday will be paid double time for those hours worked.

Section 5 – Vacation, Holiday, and Non-Paid/Non-Workdays

Twelve (12) months (253 days) employees shall have two (2) non-paid/non-workdays annually. These two (2) days shall be Martin Luther King and Memorial Day.

AFSCME employees have 6 non-workdays (in addition to the 2 in the prior paragraph). AFSCME president or designee shall appoint a member to the district calendar committee.

Section 7 – Tool Allowance

Employees who are required by departmental policy to provide their own hand tools having a gross replacement value in excess of $500. The tool allowance will be $600. Employees who qualify for tool allowances will receive their allowance by July 31.

Subdivision 1 – Tool Allowance for Custodial Department –

The custodial department at each school site shall receive a yearly tool allowance of $300. This money shall be placed in a special account to be used specifically for tools and excludes the purchase of supplies.

Section 8 – Uniforms

Subdivision 1 – Uniform Allowance

The Board shall provide a uniform allowance in the form of a credit or cash in the amount of **$194.15** for personnel included in the Bargaining Unit. Management shall provide a list of vendors from whom a uniform may be purchased with the credit. This allowance shall be increased annually by a percentage equal to the percentage increase in the salary schedule. Only one uniform allowance will be provided each fiscal year to designated employees.

To promote identification and safety, all Bargaining Unit employees may be required to purchase and wear a uniform as designated by individual department policy. It is the responsibility of the employee to maintain his/her appearance. Worn, faded, torn or damaged uniforms will not be acceptable. Any employee exempted by management from wearing a uniform shall not receive a uniform allowance.

New employees shall receive their uniform allowance in their first paycheck. Current 12- month employees shall receive their uniform allowance by July 31 and current ten- month employees shall receive their allowance by September 15. New employees who are employed after April will not receive an allowance the following school year.

Management will establish uniform selection with input from the individual department representatives.

Subdivision 2 – Safety Shoes –

Designated employees shall receive an allowance of **$82.19** for safety shoes. This allowance shall be increased annually by a percentage equal to the percentage increase in the salary schedule and shall be paid at the same time as the uniform allowance. Employees receiving this allowance will be required to purchase and wear appropriate safety shoes as approved by the Risk Management Department or Food and Nutrition.

Subdivision 3 – Damaged Uniform –

In the event a uniform becomes damaged due to a reported work accident, the item may be repaired or replaced at no expense to the employee. The administration will determine (1) whether or not the accident was work related and (2) whether the uniform shall be repaired or replaced.

Subdivision 4 – Transportation Uniforms –

a. Bus Monitors and Aides: Appropriate, standardized large golf umbrellas shall be purchased by the School District and placed on each bus.

b. Bus Drivers: Appropriate flashlights shall be purchased by the School District and placed on each bus.

Subdivision 5 -

The selection of uniforms will be determined by a committee comprised of management and union personnel.

Section 9 – Overpayment Deductions

If an error is made which results in an overpayment to an employee, the employee will be notified of the error and his obligation to repay such overpayment. The affected employee and a representative of the Payroll Department shall attempt to reach agreement on the means of repayment prior to deduction from an employee's paycheck. Normally, repayment shall be made within the fiscal year.

Section 10 – Payroll Errors

Payroll errors which are not the results of employee error shall be corrected within five (5) business days of notification unless the employee mutually agrees to extend that period.

AGENDA ITEM NO. 4.2

School Board of Manatee County
November 17, 2026 - Regular Board Meeting
Action Item

Title
Approval of the 2026-2027 Salary Schedules for the American Federation of State, County and Municipal Employees (AFSCME) (Multiple Funding Sources)

Executive Summary
Rule 6A-1.052, Florida Administrative Code, requires each School Board to adopt salary schedules for all employees and a payroll period schedule annually. The adopted schedules must be submitted to the Florida Department of Education (DOE) as part of the District's summary budget package.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Recommendation
The Superintendent recommends approval of the 2026-2027 Salary Schedules for the American Federation of State, County and Municipal Employees (AFSCME) (Multiple Funding Sources).

Financial Impact
The 2026-2027 salary schedules reflect an estimated salaries, supplements and benefits increase across all funds of approximately $1.2M (Multiple Funding Sources).

Contact
Submitting Department: Human Resources
Initiated By: Dr. Christina Britton

Attachments:
Salary Schedule 26-27

2.5% increase per step before referendum dollars

School District of Manatee County

2026-2027 AFSCME Salary Schedule (includes $1.00 referendum from 2018-19, $1.00 referendum added for 2023-24)

Grade	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
12B-R	$14.40	$14.63	$14.80	$15.20	$15.48	$15.80	$16.13	$17.61	$17.82	$18.18	$18.33	$18.52	$19.39	$19.78	$20.32	$20.68	$21.05	$21.46	$21.87	$22.27	$22.66	$23.08	$23.53	$23.98	$24.44	$24.92	$25.43	$25.94	$26.47
13B-R	$15.16	$15.47	$15.66	$16.15	$17.53	$17.82	$18.13	$18.52	$18.82	$19.17	$19.35	$19.51	$20.38	$20.78	$21.34	$21.71	$22.12	$22.55	$22.98	$23.40	$23.83	$24.25	$24.72	$25.20	$25.68	$26.19	$26.71	$27.26	$27.80
17B-R	$21.17	$22.59	$23.06	$23.35	$23.83	$21.52	$24.61	$25.09	$25.50	$25.92	$26.14	$26.35	$27.29	$27.79	$28.45	$28.90	$29.39	$29.87	$30.39	$30.87	$31.38	$31.89	$32.44	$33.00	$33.57	$34.16	$34.78	$35.48	$36.18
23B-R	$15.13	$15.43	$15.63	$16.13	$17.48	$17.79	$18.10	$18.49	$18.78	$19.14	$19.32	$19.48	$20.35	$20.74	$21.29	$21.67	$22.08	$22.51	$22.93	$23.33	$23.75	$24.19	$24.65	$25.12	$25.61	$26.13	$26.64	$27.17	$27.73
24B-R	$15.63	$16.13	$17.48	$17.79	$18.10	$18.49	$18.78	$19.15	$19.62	$20.04	$20.23	$20.37	$21.30	$21.73	$22.33	$22.73	$23.16	$23.61	$24.06	$24.50	$24.95	$25.40	$25.88	$26.37	$26.88	$27.41	$27.96	$28.52	$29.09
25B-R	$17.48	$17.79	$18.10	$18.49	$18.78	$19.15	$19.62	$19.91	$20.39	$20.82	$20.98	$21.19	$22.09	$22.55	$23.16	$23.58	$24.02	$24.50	$24.96	$25.41	$25.87	$26.34	$26.85	$27.36	$27.89	$28.45	$29.02	$29.59	$30.19
26B-R	$18.10	$18.49	$18.78	$19.15	$19.62	$19.91	$20.39	$20.73	$21.20	$21.66	$21.85	$22.06	$22.99	$23.46	$24.09	$24.54	$25.00	$25.47	$25.96	$26.44	$26.92	$27.41	$27.94	$28.48	$29.03	$29.60	$30.20	$30.80	$31.43
27B-R	$18.78	$19.15	$19.62	$19.91	$20.39	$20.73	$21.20	$21.67	$22.08	$22.51	$22.73	$22.95	$23.89	$24.39	$25.05	$25.52	$26.01	$26.50	$27.02	$27.51	$28.01	$28.53	$29.08	$29.63	$30.21	$30.80	$31.43	$32.06	$32.71
28B-R	$19.62	$19.91	$20.39	$20.73	$21.20	$21.67	$22.08	$22.50	$23.02	$23.50	$23.69	$23.95	$24.88	$25.43	$26.14	$26.62	$27.12	$27.64	$28.18	$28.69	$29.21	$29.77	$30.33	$30.92	$31.52	$32.15	$32.78	$33.44	$34.11
29B-R	$20.39	$20.73	$21.20	$21.67	$22.08	$22.50	$23.02	$23.47	$23.98	$24.48	$24.67	$24.92	$25.86	$26.44	$27.15	$27.67	$28.19	$28.72	$29.29	$29.82	$30.38	$30.94	$31.54	$32.15	$32.77	$33.43	$34.09	$34.78	$35.48
30B-R	$21.20	$21.67	$22.08	$22.50	$23.02	$23.47	$23.98	$24.42	$24.96	$25.44	$25.71	$25.89	$26.91	$27.46	$28.22	$28.74	$29.30	$29.86	$30.43	$30.99	$31.57	$32.15	$32.77	$33.41	$34.05	$34.73	$35.43	$36.13	$36.86
31B-R	$22.08	$22.50	$23.02	$23.47	$23.98	$24.42	$24.96	$25.34	$25.94	$26.49	$26.78	$26.97	$28.02	$28.59	$29.38	$29.93	$30.51	$31.10	$31.68	$32.28	$32.88	$33.49	$34.13	$34.80	$35.48	$36.18	$36.90	$37.65	$38.40
32B-R	$23.02	$23.47	$23.98	$24.42	$24.96	$25.34	$25.94	$26.56	$27.13	$27.71	$27.95	$28.22	$29.22	$29.86	$30.69	$31.26	$31.86	$32.48	$33.12	$33.72	$34.36	$35.01	$35.68	$36.37	$37.08	$37.81	$38.57	$39.34	$40.14
33B-R	$24.11	$24.57	$25.10	$25.50	$26.10	$26.69	$27.27	$27.84	$28.41	$29.04	$29.35	$29.62	$30.95	$32.52	$33.44	$34.06	$34.73	$35.40	$36.08	$36.76	$37.44	$38.15	$38.89	$39.65	$40.42	$41.23	$42.05	$42.90	$43.76
34B-R	$24.22	$24.64	$25.18	$25.63	$26.13	$26.57	$27.10	$27.49	$28.09	$28.64	$28.93	$29.12	$30.18	$30.73	$31.53	$32.07	$32.66	$33.24	$33.84	$34.42	$35.03	$35.64	$36.29	$36.95	$37.63	$38.34	$39.05	$39.83	$40.63
35B-R	$25.24	$25.68	$26.21	$26.63	$27.18	$27.71	$28.26	$28.74	$29.33	$29.91	$30.21	$30.44	$31.63	$32.70	$33.56	$34.14	$34.76	$35.39	$36.03	$36.67	$37.31	$37.97	$38.66	$39.37	$40.10	$40.85	$41.63	$42.46	$43.31
36B-R	$26.25	$26.71	$27.26	$27.65	$28.24	$28.84	$29.41	$29.99	$30.56	$31.18	$31.49	$31.78	$33.10	$34.68	$35.59	$36.20	$36.87	$37.55	$38.22	$38.90	$39.59	$40.29	$41.04	$41.79	$42.56	$43.37	$44.20	$45.09	$45.99
37B-R	$27.36	$27.82	$28.36	$28.75	$29.35	$29.95	$30.52	$31.10	$31.66	$32.29	$32.60	$32.88	$34.21	$35.78	$36.70	$37.31	$37.98	$38.65	$39.33	$40.01	$40.69	$41.40	$42.15	$42.90	$43.67	$44.48	$45.31	$46.20	$47.10
38B-R	$28.47	$28.93	$29.47	$29.86	$30.45	$31.06	$31.62	$32.21	$32.77	$33.40	$33.70	$33.99	$35.31	$36.89	$37.80	$38.42	$39.08	$39.76	$40.44	$41.11	$41.80	$42.51	$43.26	$44.00	$44.77	$45.58	$46.41	$47.31	$48.21

AGENDA ITEM NO. 4.3

School Board of Manatee County
November 17, 2026 - Regular Board Meeting
Action Item

Title
Approval of the Longevity Supplement Increase for Hourly Non-Bargaining (HNB) Employees (General Fund) - *added after publishing*

Executive Summary
Longevity supplements for hourly non-bargaining (HNB) employees increased $250 for a total of $1,000 for employees with 10 years of experience, and increased $500 for a total of $2,000 for employees with 20 years of experience.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Recommendation
The Superintendent recommends the approval of the longevity supplement increase for Hourly Non-Bargaining (HNB) employees (General Fund).

Financial Impact
The financial impact for this is $59,897.60 (General Fund).

Contact
Submitting Department: Human Resources
Initiated By: Dr. Christina Britton

AGENDA ITEM NO. 4.4

School Board of Manatee County
November 17, 2026 - Regular Board Meeting
Action Item

Title
Approval of the Appointments, Change of Assignments, Promotions, Reappointments, Reassignments, Resignations, Retirements, Suspensions, Terminations, and Transfers (No Financial Impact) - *added after publishing*

Executive Summary
The personnel listed under change of assignments, promotions, reappointments, reassignments, resignations, retirements, suspensions, terminations, and transfers have been recommended by their principal or immediate supervisor to the Superintendent of Schools.

The personnel recommended for appointments for the 2026-2027 school years have been interviewed by administrative staff members and have applications with favorable references on file in the Human Resources Department.

The list for Teachers, Paraprofessionals, SAMP, AFSMCE and Non-Bargaining for the 2026-2027 school years are available at the School Support Center in Room 106.

This item aligns with the District's Strategic Plan Goal(s) which state(s):

Recommendation
The Superintendent recommends the approval of the appointments, change of assignments, promotions, reappointments, reassignments, resignations, retirements, suspensions, terminations, and transfers (No Financial Impact).

Financial Impact
There is no financial impact.

Contact
Submitting Department: Human Resources
Initiated By: Dr. Christina Britton

Attachments:
11.17.26 Board Material

Hire

Administrative

Type	Name	Department/Location	Position	Effective Date
Hire	Walker, Orenthia	Matzke Support Center	Director, Transportation (Range $81,555 - $155,723)	11-17-2026