

FINAL

MEMORANDUM OF AGREEMENT
Between
The Martin County Education Association
And
The Martin County School District

MILLAGE STIPEND

1. The provisions of this Memorandum of Agreement ("MOA") apply *only* to the Millage Stipend ("MS") funded by Additional Voted Millage passed on August 28, 2018. If Millage revenue decreases before this MOA or its "mirror" MOA (see below) sunsets, this MOA may be renegotiated.
2. The MS is available to all members of the Bargaining Unit and will be awarded based on total years of instructional experience as shown in this section 2.a. and additional limitations and conditions as listed in 2.b. and 3 below.
 - a. MS Award Amounts

| | | |
|------|-------------|---------|
| i. | 0 – 5 years | \$1,800 |
| ii. | 6 – 9 years | \$5,000 |
| iii. | 10 or more | \$7,800 |
 - b. In order to receive an award, a Bargaining Unit employee must complete the academic year, be renewed for the next academic year in the bargaining unit, and be an active employee in good standing at the time of distribution.
 - i. Bargaining Unit employees that work a full academic year and meet the remaining eligibility criteria will receive a full award.
 - ii. Bargaining Unit employees that begin work before February 1 in any academic year and meet the remaining eligibility criteria will receive a prorated award.
 - iii. Bargaining Unit employees that begin work after February 1 in any academic year will not receive an award for that school year.
 - c. Timing of Awards:

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1 i. Fixed Awards: Awards as described in 2.a above will be paid
2 on or before September 1 following the academic year to which the award
3 applies. The Millage Stipend is subject to usual withholdings and taxes, and
4 Florida Retirement System ("FRS") contributions similar to regular wages.

5 ii. Proportionate Awards: At the end of the Martin County School
6 District's ("MCSD") fiscal year, amounts allocated to Recruitment and
7 Retention through the Additional Voted Millage will be "trued up" and any
8 remaining sums will be allocated and distributed proportionately to those
9 MS awardees that received a Fixed Award in the MS year. This additional,
10 Proportionate Award, if any, will be paid no later than December 15 of the
11 MS year. These Proportionate Awards are subject to usual withholdings and
12 taxes, and FRS contributions similar to regular wages.

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14 3. Additional conditions:

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16 a. Employees on Family and Medical Leave ("FML") will be treated in
17 keeping with the statutory requirements *except that* an employee that is not
18 an active employee in good standing at the time a MS is distributed will
19 receive the MS no more than 30 days following the employee's return to
20 active employment.

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22 b. Retiring Employees – A "retiring employee" is an employee that is
23 eligible to retire pursuant to the rules of the FRS *and* does retire and receive
24 retirement payments or distributions.

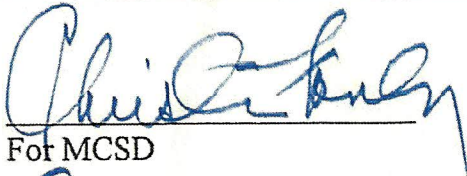
25 i. Employees retiring (as above) at any point in the academic year
26 will receive a prorated MS at the time the MS is awarded for that MS year.

27 ii. Employees retiring (as above) at the completion of the
28 academic year will receive a full MS at the time the MS is awarded for that
29 MS year.


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31 c. All years of instructional experience, both within and without the
32 Martin County School District, will count toward total years of instructional
33 experience. Years of instructional experience are determined by Human
34 Resources at the time of hire.

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1 4. This MOA sunsets on June 30, 2020. Before this MOA sunsets, the MCSD
2 and the Martin County Education Association ("MCEA") agree to enter into
3 a "mirror" MOA for an additional two years, which MOA will sunset on
4 June 30, 2022.

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7
8 For MCSD

9 9.12.18
10
11 Date


For MCEA

9/12/2018
Date

TA'd _____
Union
District