

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

MILLAGE STIPEND

TA'd _____
Union District

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

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

3. Additional conditions:

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

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

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

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

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

TA'd _____
Union
District

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

8

9
10 9.12.18

11 Date

Kunle A.

For MCEA

9/12/2018

Date

TA'd _____
-3 Union District