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2020 NEGOTIATIONS

The School Board of Martin County

and

Martin County Education Association

\_\_\_\_\_  
School Board Proposal of 03/11/2021

(The School Board reserves the right to add to, withdraw, delete or otherwise modify the proposal throughout the collective bargaining process.)

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**XIII.1 Insurance**

A. The Board will provide, without cost to benefit eligible employees, as part of the core benefit package, a group term life insurance policy in the amount of \$35,000 for each employee under age 65. This policy reduces 35% (\$22,750) for the employees age 65 to 69, and 50% at age 70 (\$17,500 policy). This shall include double indemnity for accidental death. The Core benefits package for benefit eligible employees will consist of insurance for medical, dental, vision, life, and Employee Assistant Program (EAP).

B. The Board will provide a flat amount not to exceed \$6,500.00 annual medical insurance contribution to all benefit-eligible employees. The Board shall also provide all benefit eligible employees Employee Only dental, Employee Only vision, and life insurance benefits at no cost to the employee. Dental insurance will be funded to the DHMO level. The benefit-eligible employee can elect dependent coverage if the employee pays the total cost of the dependent coverage. Employees must actively enroll in desired coverage on the District's online benefit platform.

1. Benefit-eligible employees are defined as employees in a regular position that are regularly scheduled to work at least 30+ hours a week.

2. In the event both spouses are employed by the Board on a benefit-eligible basis as defined in paragraph "1" above, a flat amount not to exceed \$13,000.00 annual medical insurance contribution will be allotted for family coverage.

C. All new employees must satisfy a waiting period for insurance benefits. Benefits are effective the first day of the month following thirty (30) days of employment in a benefit-eligible position. A waiting period also applies to the transfer to an eligible position and upon return from an unpaid leave of absence

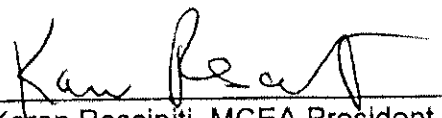
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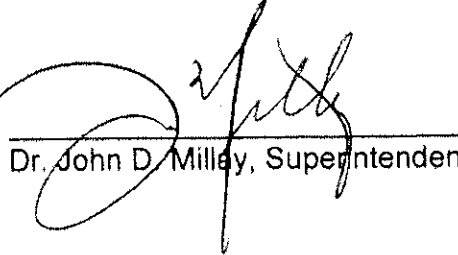
(non-FMLA period). The employee must be actively at work on that date for insurance to begin. "Actively at work" is defined as an employee working the normal number of hours required by their contract. Insurance benefits end on the last day of the month following termination of employment, non-renewal, or reduction in hours, including if an employee transfers into a non-benefit-eligible position or is on an unpaid leave of absence or a non-FMLA leave.

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**Note: These changes to Article XIII will become effective July 1, 2020.**

  
Karen Resciniti, MCEA President

3/29/2021  
Date

  
Dr. John D. Milley, Superintendent

3/29/21  
Date

WSACTIVE LLP:12164983.1

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2020/2021 NEGOTIATIONS

The School Board of Martin County  
and  
Martin County Education Association

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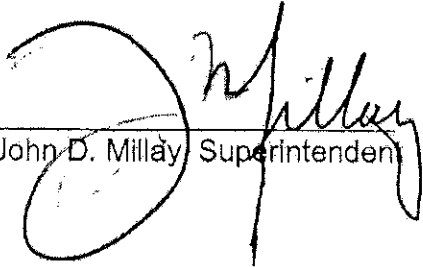
1 In April 2020, MCEA and the Martin County School District executed a Memorandum of  
2 Agreement (MOA) that included, in part, an agreement to modify Article II.3(A) (Pay Schedule) to  
3 provide for twenty-four (24) instead of twenty-six (26) pay periods. Subsequently, MCEA and  
4 Martin County School District agreed to delay implementation of the April 2020 MOA for the  
5 2020/2021 school year. As of April 2021, and as discussed during session # 18, MCEA and Martin  
6 County have agreed to remain at twenty-six (26) pay periods. This will not require any modification  
7 of the current pay schedule or of existing contract language, as the April 2020 MOA was never  
8 implemented.

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\_\_\_\_\_  
Karen Resciniti, MCEA President

4/6/2021  
Date

  
\_\_\_\_\_  
Dr. John D. Millay Superintendent

4/5/21  
Date

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2020 NEGOTIATIONS

The School Board of Martin County

and

Martin County Education Association

School Board Proposal of 03/29/2021 (second proposal)

(The School Board reserves the right to add to, withdraw, delete or otherwise modify the proposal throughout the collective bargaining process.)

**Salary Schedule (Appendix B) and Other Wages**

**House Bill 641 and the General Appropriations Act:**

The total allocation following the distribution of proportionate share to non-conversion charter schools is \$3,118,127.

Eighty percent (80%) of that allocation will be used to increase the minimum base salary for full-time classroom teachers as defined in §1012.01(2)(a), *Fla. Stat.*, plus certified prekindergarten teachers funded in the Florida Education Finance Program (FEFP), but not including substitute teachers. The Maximum amount achievable using eighty percent of the District's allocation establishes a new base salary of \$44,883 for full-time classroom teachers.

The remaining twenty percent (20%) of the allocation will be used to increase the base salary of full-time classroom teachers, plus certified pre-kindergarten teachers, who received an increase of less than two percent from the eighty percent portion of the allocation. All other instructional personnel, as defined in §1012.01(2)(b)-(d), *Fla. Stat.*, will also receive an increase to their base salary from the remaining twenty percent portion of the allocation.

- District allocation, excluding conversion charter schools: \$3,118,127
- 80% amount of the allocation, including benefits: \$2,494,502
- 20% of the allocation, including benefits: \$623,625

27 **Method of Distribution:**

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• **HB 641:**

- Full-time classroom teachers and FEFP funded prekindergarten teachers with a base salary under \$44,883 will move to a new base salary of \$44,883, using the 80% portion of the allocation.
- Full-time non-classroom instructional personnel with a base salary under \$44,883 will receive a 0,8875% increase in base salary using the 20% portion of the allocation.
- Levels 1A through 7C will move to \$44,883.
- This completes and satisfies the requirements of HB641.

• **Additional Funding:**

- The District will contribute approximately \$861,143 from its General Fund to fund additional increases to the salary schedule, as well as additional add-on payments to current teachers at Levels 8A-32C, as further outlined below.
- Levels 1A through 7C will increase by \$317 as rounding and to further raise starting salaries.
- Beginning at Level 1B through 7C, \$10 per Level will be added to ease compression.
- Beginning at Level 8A through 32C, \$100 per Level will be added to ease compression.
- At Level 8A, another \$410 will be added to the schedule as a salary increase.
- At Level 8B through 32C, an additional \$210 will be added to the schedule as a salary increase.
- Beginning at Level 8A through Level 17C, current bargaining unit employees will receive an Add-On that will not be included in the salary schedule. The Add-On amount is defined as the difference between \$800 and the total amount of compression adjustments and salary increase.
- Beginning at Level 18A through Level 32C, current bargaining unit employees will receive an Add-On that will not be included in the salary schedule. The Add-On amount is defined as the difference between \$1,000 and the total amount of compression adjustments and salary increase.
- Current teachers on level 1A through 7C are not eligible for an Add-On.
- "Current teachers" are defined as bargaining unit employees who have an active job record or are on approved leave as of the date of ratification of this Agreement.

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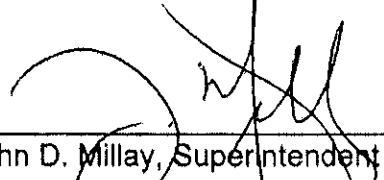
66 **Performance Pay:**

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- For school year 2020/2021, performance pay is suspended.

  
\_\_\_\_\_  
Karen Resciniti, MCEA President

3/29/2021  
Date

  
\_\_\_\_\_  
Dr. John D. Millay, Superintendent

3/29/21  
Date

WSACTIVE LLP:12164993.1

Existing Teachers Schedule

B			C \$ 800 1000 D		
Years of Experience for Placement	Current Schedule	Level	Proposed Schedule	Level	Increase
New Hires	\$38,600.00	1A	\$45,200.00	1A	\$6,600.00
0	\$38,600.00	1A	\$45,200.00	1A	\$6,600.00
1	\$38,900.00	1B	\$45,210.00	1B	\$6,310.00
2	\$39,200.00	1C	\$45,220.00	1C	\$6,020.00
3	\$39,500.00	2A	\$45,230.00	2A	\$5,730.00
4	\$39,800.00	2B	\$45,240.00	2B	\$5,440.00
5	\$40,100.00	2C	\$45,250.00	2C	\$5,150.00
6	\$40,400.00	3A	\$45,260.00	3A	\$4,860.00
7	\$40,700.00	3B	\$45,270.00	3B	\$4,570.00
8	\$41,000.00	3C	\$45,280.00	3C	\$4,280.00
9	\$41,300.00	4A	\$45,290.00	4A	\$3,990.00
	\$41,600.00	4B	\$45,300.00	4B	\$3,700.00
10	\$41,900.00	4C	\$45,310.00	4C	\$3,410.00
	\$42,200.00	5A	\$45,320.00	5A	\$3,120.00
11	\$42,500.00	5B	\$45,330.00	5B	\$2,830.00
	\$42,800.00	5C	\$45,340.00	5C	\$2,540.00
12	\$43,100.00	6A	\$45,350.00	6A	\$2,250.00
	\$43,400.00	6B	\$45,360.00	6B	\$1,960.00
13	\$43,700.00	6C	\$45,370.00	6C	\$1,670.00
	\$44,000.00	7A	\$45,380.00	7A	\$1,380.00
14	\$44,300.00	7B	\$45,390.00	7B	\$1,090.00
	\$44,600.00	7C	\$45,400.00	7C	\$ 800.00
15	\$44,900.00	8A	\$45,700.00	8A	\$ 800.00
	\$45,200.00	8B	\$46,000.00	8B	\$ 800.00
16	\$45,500.00	8C	\$46,300.00	8C	\$ 800.00
	\$45,800.00	9A	\$46,600.00	9A	\$ 800.00
17	\$46,100.00	9B	\$46,900.00	9B	\$ 800.00
	\$46,400.00	9C	\$47,200.00	9C	\$ 800.00
18	\$46,700.00	10A	\$47,500.00	10A	\$ 800.00
	\$47,000.00	10B	\$47,800.00	10B	\$ 800.00
19	\$47,300.00	10C	\$48,100.00	10C	\$ 800.00
	\$47,600.00	11A	\$48,400.00	11A	\$ 800.00
20	\$47,900.00	11B	\$48,700.00	11B	\$ 800.00
	\$48,200.00	11C	\$49,000.00	11C	\$ 800.00
21	\$48,500.00	12A	\$49,300.00	12A	\$ 800.00
	\$48,800.00	12B	\$49,600.00	12B	\$ 800.00
22	\$49,100.00	12C	\$49,900.00	12C	\$ 800.00
	\$49,400.00	13A	\$50,200.00	13A	\$ 800.00
	\$49,700.00	13B	\$50,500.00	13B	\$ 800.00
23	\$50,000.00	13C	\$50,800.00	13C	\$ 800.00
	\$50,300.00	14A	\$51,100.00	14A	\$ 800.00
24	\$50,600.00	14B	\$51,400.00	14B	\$ 800.00
	\$50,900.00	14C	\$51,700.00	14C	\$ 800.00
25	\$51,200.00	15A	\$52,000.00	15A	\$ 800.00
	\$51,500.00	15B	\$52,300.00	15B	\$ 800.00
26	\$51,800.00	15C	\$52,600.00	15C	\$ 800.00
	\$52,100.00	16A	\$52,900.00	16A	\$ 800.00
27	\$52,400.00	16B	\$53,200.00	16B	\$ 800.00
	\$52,700.00	16C	\$53,500.00	16C	\$ 800.00
28	\$53,000.00	17A	\$53,800.00	17A	\$ 800.00
29	\$53,300.00	17B	\$54,100.00	17B	\$ 800.00
	\$53,600.00	17C	\$54,400.00	17C	\$ 800.00
30+	\$53,900.00	18A	\$54,900.00	18A	\$1,000.00
	\$54,200.00	18B	\$55,200.00	18B	\$1,000.00
	\$54,500.00	18C	\$55,500.00	18C	\$1,000.00
	\$54,800.00	19A	\$55,800.00	19A	\$1,000.00
	\$55,100.00	19B	\$56,100.00	19B	\$1,000.00
	\$55,400.00	19C	\$56,400.00	19C	\$1,000.00
	\$55,700.00	20A	\$56,700.00	20A	\$1,000.00
	\$56,000.00	20B	\$57,000.00	20B	\$1,000.00
	\$56,300.00	20C	\$57,300.00	20C	\$1,000.00
	\$56,600.00	21A	\$57,600.00	21A	\$1,000.00
	\$56,900.00	21B	\$57,900.00	21B	\$1,000.00
	\$57,200.00	21C	\$58,200.00	21C	\$1,000.00
	\$57,500.00	22A	\$58,500.00	22A	\$1,000.00
	\$57,800.00	22B	\$58,800.00	22B	\$1,000.00
	\$58,100.00	22C	\$59,100.00	22C	\$1,000.00
	\$58,400.00	23A	\$59,400.00	23A	\$1,000.00
	\$58,700.00	23B	\$59,700.00	23B	\$1,000.00
	\$59,000.00	23C	\$60,000.00	23C	\$1,000.00
	\$59,300.00	24A	\$60,300.00	24A	\$1,000.00

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Existing Teachers Schedule

Years of Experience for Placement	Current Schedule	Level
	\$59,600.00	24B
	\$59,900.00	24C
	\$60,200.00	25A
	\$60,500.00	25B
	\$60,800.00	25C
	\$61,100.00	26A
	\$61,400.00	26B
	\$61,700.00	26C
	\$62,000.00	27A
	\$62,300.00	27B
	\$62,600.00	27C
	\$62,900.00	28A
	\$63,200.00	28B
	\$63,500.00	28C
	\$63,800.00	29A
	\$64,100.00	29B
	\$64,400.00	29C
	\$64,700.00	30A
	\$65,000.00	30B
	\$65,300.00	30C
	\$65,600.00	31A
	\$65,900.00	31B
	\$66,200.00	31C
	\$66,500.00	32A
	\$66,800.00	32B
	\$67,100.00	32C

Proposed Schedule	Level	Increase
<del>\$ 60,600.00</del>	24B	\$1,000.00
<del>\$ 60,900.00</del>	24C	\$1,000.00
<del>\$ 61,200.00</del>	25A	\$1,000.00
<del>\$ 61,500.00</del>	25B	\$1,000.00
<del>\$ 61,800.00</del>	25C	\$1,000.00
<del>\$ 62,100.00</del>	26A	\$1,000.00
<del>\$ 62,400.00</del>	26B	\$1,000.00
<del>\$ 62,700.00</del>	26C	\$1,000.00
<del>\$ 63,000.00</del>	27A	\$1,000.00
<del>\$ 63,300.00</del>	27B	\$1,000.00
<del>\$ 63,600.00</del>	27C	\$1,000.00
<del>\$ 63,900.00</del>	28A	\$1,000.00
<del>\$ 64,200.00</del>	28B	\$1,000.00
<del>\$ 64,500.00</del>	28C	\$1,000.00
<del>\$ 64,800.00</del>	29A	\$1,000.00
<del>\$ 65,100.00</del>	29B	\$1,000.00
<del>\$ 65,400.00</del>	29C	\$1,000.00
<del>\$ 65,700.00</del>	30A	\$1,000.00
<del>\$ 66,000.00</del>	30B	\$1,000.00
<del>\$ 66,300.00</del>	30C	\$1,000.00
<del>\$ 66,600.00</del>	31A	\$1,000.00
<del>\$ 66,900.00</del>	31B	\$1,000.00
<del>\$ 67,200.00</del>	31C	\$1,000.00
<del>\$ 67,500.00</del>	32A	\$1,000.00
<del>\$ 67,800.00</del>	32B	\$1,000.00
<del>\$ 68,100.00</del>	32C	\$1,000.00



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New Teacher Schedule

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Years of Experience for Placement	Current Schedule	Level	Proposed Schedule	Level	Increase
New Hires	\$38,600.00	1A	\$45,200.00	1A	\$6,600.00
0	\$38,600.00	1A	\$45,200.00	1A	\$6,600.00
1	\$38,900.00	1B	\$45,210.00	1B	\$6,310.00
2	\$39,200.00	1C	\$45,220.00	1C	\$6,020.00
3	\$39,500.00	2A	\$45,230.00	2A	\$5,730.00
4	\$39,800.00	2B	\$45,240.00	2B	\$5,440.00
5	\$40,100.00	2C	\$45,250.00	2C	\$5,150.00
6	\$40,400.00	3A	\$45,260.00	3A	\$4,860.00
7	\$40,700.00	3B	\$45,270.00	3B	\$4,570.00
8	\$41,000.00	3C	\$45,280.00	3C	\$4,280.00
9	\$41,300.00	4A	\$45,290.00	4A	\$3,990.00
	\$41,600.00	4B	\$45,300.00	4B	\$3,700.00
10	\$41,900.00	4C	\$45,310.00	4C	\$3,410.00
	\$42,200.00	5A	\$45,320.00	5A	\$3,120.00
11	\$42,500.00	5B	\$45,330.00	5B	\$2,830.00
	\$42,800.00	5C	\$45,340.00	5C	\$2,540.00
12	\$43,100.00	6A	\$45,350.00	6A	\$2,250.00
	\$43,400.00	6B	\$45,360.00	6B	\$1,960.00
13	\$43,700.00	6C	\$45,370.00	6C	\$1,670.00
	\$44,000.00	7A	\$45,380.00	7A	\$1,380.00
14	\$44,300.00	7B	\$45,390.00	7B	\$1,090.00
	\$44,600.00	7C	\$45,400.00	7C	\$ 800.00
15	\$44,900.00	8A	\$ 45,410.00	8A	\$ 510.00
	\$45,200.00	8B	\$ 45,510.00	8B	\$ 310.00
16	\$45,500.00	8C	\$ 45,810.00	8C	\$ 310.00
	\$45,800.00	9A	\$ 46,110.00	9A	\$ 310.00
17	\$46,100.00	9B	\$ 46,410.00	9B	\$ 310.00
	\$46,400.00	9C	\$ 46,710.00	9C	\$ 310.00
18	\$46,700.00	10A	\$ 47,010.00	10A	\$ 310.00
	\$47,000.00	10B	\$ 47,310.00	10B	\$ 310.00
19	\$47,300.00	10C	\$ 47,610.00	10C	\$ 310.00
	\$47,600.00	11A	\$ 47,910.00	11A	\$ 310.00
20	\$47,900.00	11B	\$ 48,210.00	11B	\$ 310.00
	\$48,200.00	11C	\$ 48,510.00	11C	\$ 310.00
21	\$48,500.00	12A	\$ 48,810.00	12A	\$ 310.00
	\$48,800.00	12B	\$ 49,110.00	12B	\$ 310.00
22	\$49,100.00	12C	\$ 49,410.00	12C	\$ 310.00
	\$49,400.00	13A	\$ 49,710.00	13A	\$ 310.00
	\$49,700.00	13B	\$ 50,010.00	13B	\$ 310.00
23	\$50,000.00	13C	\$ 50,310.00	13C	\$ 310.00
	\$50,300.00	14A	\$ 50,610.00	14A	\$ 310.00
24	\$50,600.00	14B	\$ 50,910.00	14B	\$ 310.00
	\$50,900.00	14C	\$ 51,210.00	14C	\$ 310.00
25	\$51,200.00	15A	\$ 51,510.00	15A	\$ 310.00
	\$51,500.00	15B	\$ 51,810.00	15B	\$ 310.00
26	\$51,800.00	15C	\$ 52,110.00	15C	\$ 310.00
	\$52,100.00	16A	\$ 52,410.00	16A	\$ 310.00
27	\$52,400.00	16B	\$ 52,710.00	16B	\$ 310.00
	\$52,700.00	16C	\$ 53,010.00	16C	\$ 310.00
28	\$53,000.00	17A	\$ 53,310.00	17A	\$ 310.00
29	\$53,300.00	17B	\$ 53,610.00	17B	\$ 310.00
	\$53,600.00	17C	\$ 53,910.00	17C	\$ 310.00
30+	\$53,900.00	18A	\$ 54,210.00	18A	\$ 310.00
	\$54,200.00	18B	\$ 54,510.00	18B	\$ 310.00
	\$54,500.00	18C	\$ 54,810.00	18C	\$ 310.00
	\$54,800.00	19A	\$ 55,110.00	19A	\$ 310.00
	\$55,100.00	19B	\$ 55,410.00	19B	\$ 310.00
	\$55,400.00	19C	\$ 55,710.00	19C	\$ 310.00
	\$55,700.00	20A	\$ 56,010.00	20A	\$ 310.00
	\$56,000.00	20B	\$ 56,310.00	20B	\$ 310.00
	\$56,300.00	20C	\$ 56,610.00	20C	\$ 310.00
	\$56,600.00	21A	\$ 56,910.00	21A	\$ 310.00
	\$56,900.00	21B	\$ 57,210.00	21B	\$ 310.00
	\$57,200.00	21C	\$ 57,510.00	21C	\$ 310.00
	\$57,500.00	22A	\$ 57,810.00	22A	\$ 310.00
	\$57,800.00	22B	\$ 58,110.00	22B	\$ 310.00
	\$58,100.00	22C	\$ 58,410.00	22C	\$ 310.00
	\$58,400.00	23A	\$ 58,710.00	23A	\$ 310.00
	\$58,700.00	23B	\$ 59,010.00	23B	\$ 310.00
	\$59,000.00	23C	\$ 59,310.00	23C	\$ 310.00
	\$59,300.00	24A	\$ 59,610.00	24A	\$ 310.00

#4

New Teacher Schedule

Years of Experience for Placement	Current Schedule	Level
	\$59,600.00	24B
	\$59,900.00	24C
	\$60,200.00	25A
	\$60,500.00	25B
	\$60,800.00	25C
	\$61,100.00	26A
	\$61,400.00	26B
	\$61,700.00	26C
	\$62,000.00	27A
	\$62,300.00	27B
	\$62,600.00	27C
	\$62,900.00	28A
	\$63,200.00	28B
	\$63,500.00	28C
	\$63,800.00	29A
	\$64,100.00	29B
	\$64,400.00	29C
	\$64,700.00	30A
	\$65,000.00	30B
	\$65,300.00	30C
	\$65,600.00	31A
	\$65,900.00	31B
	\$66,200.00	31C
	\$66,500.00	32A
	\$66,800.00	32B
	\$67,100.00	32C

Proposed Schedule	Level	Increase
\$59,910.00	24B	\$310.00
\$60,210.00	24C	\$310.00
\$60,510.00	25A	\$310.00
\$60,810.00	25B	\$310.00
\$61,110.00	25C	\$310.00
\$61,410.00	26A	\$310.00
\$61,710.00	26B	\$310.00
\$62,010.00	26C	\$310.00
\$62,310.00	27A	\$310.00
\$62,610.00	27B	\$310.00
\$62,910.00	27C	\$310.00
\$63,210.00	28A	\$310.00
\$63,510.00	28B	\$310.00
\$63,810.00	28C	\$310.00
\$64,110.00	29A	\$310.00
\$64,410.00	29B	\$310.00
\$64,710.00	29C	\$310.00
\$65,010.00	30A	\$310.00
\$65,310.00	30B	\$310.00
\$65,610.00	30C	\$310.00
\$65,910.00	31A	\$310.00
\$66,210.00	31B	\$310.00
\$66,510.00	31C	\$310.00
\$66,810.00	32A	\$310.00
\$67,110.00	32B	\$310.00
\$67,410.00	32C	\$310.00