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### MILLAGE STIPEND – "MIRROR" AGREEMENT

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

- 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 and who are still employed with the District


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as of December 1. 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.

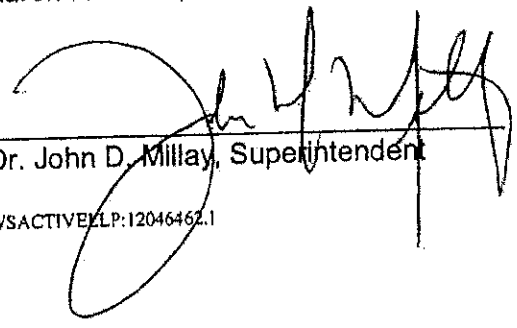
3. Additional Conditions:

- 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 no later than June 30 of the year in which they retire provided that the MS is awarded for that year.
  - ii. Employees retiring (as above) at the completion of the academic year will receive a full MS in the year that they retire, provided that 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.

4. This MOA sunsets on June 30, 2022. This MOA shall not continue or continue in effect beyond then.

  
Karen Resciniti, MCEA President

2/8/2021  
Date

  
Dr. John D. Millay, Superintendent  
WSACTIVE\LLP:12046462.1

2/8/21  
Date