

# Martin Public Schools & Martin Education Association Tentative Agreement, August 6, 2019

Part 2 of this TA will only be valid upon the ratification of Part 1

## Part 1

### For Employees Not Needing Health Insurance

#### **PAK B:**

Dental: Ameritas Dental (\$50 Deductible; 75/75/50/\$1,000 annual & lifetime max/50%/2 cleanings)

Vision: Ameritas/VSP (12/12/24, \$10 Exam Deductible, \$25 Frame/Lens Deductible, \$130 Contact lens, \$60 Fitting Fee, \$130 Frames)

Negotiated Life/Accidental Death & Dismemberment: Mutual of Omaha \$25,000

Long Term Disability: Mutual of Omaha (66.67% Max \$4,000, 90 CDMP, 2 Year Limitation Alcohol/Drug and Mental/Nervous, SS Offset Family, No COLA)

## Part 2

*\*\*The following language to be added after Schedule B (p. 22)*

The above percentages for all categories apply to the B.A. Salary Schedule (Schedule A) for that year.

In a Category B position, the advisor/sponsor shall receive percentage compensation based on B.A. Salary Schedule (Schedule A) Step 1 for that year. At the completion of year 5, a one-time \$250 payment shall be paid the last pay in June. At the completion of year 10, a one-time \$500 payment shall be paid the last pay in June.

In a Category C position, the coach/sponsor shall receive percentage compensation based on the following schedule:

- Year 1-2            B.A. Step 1
- Year 3-4            B.A. Step 2
- Year 5-6            B.A. Step 3
- Year 7-8            B.A. Step 4
- Year 9+            B.A. Step 5

Movement in either Category B or C is dependent upon contractual and consecutive years in the "same" position (i.e. class advisor, department head, same sport, etc.).

Examples: If a person has been 9<sup>th</sup> grade class advisor and moves to 10<sup>th</sup> grade class advisor, that is considered the same position. If a person has been varsity girls basketball coach and moves to middle school girls basketball coach, that is considered the same sport. If a person moves from varsity boys basketball coach to varsity girls basketball coach, that is considered the same sport.

If coach/advisor/sponsor has been out of a specific assignment for 2 years or less and wishes to return to the assignment, s/he shall retain previous experience credits.

If coach/advisor/sponsor has been out of a specific assignment for more than 2 years and wishes to return to the assignment, previous experience credits shall be determined by the District.

In all circumstances, credit may only be given for assignments completed with Martin Public Schools.

Positions to be added to Category B & C

Varsity Cross Country 9%

Varsity Bowling 9%

Middle School Assistant Track 4% \*Position will only be compensated if the team has a total of at least 20 athletes (combined male & female)

School Improvement Committee (4-6) 1%

Edit to Category B

11<sup>th</sup> Grade 5.0%

12<sup>th</sup> Grade 3.0%

Martin EA President D. A. 8-14-19  
Martin Superintendent Brooke  
Ballee-Stone  
8-15-19