

December 22, 2020

TA  
DB

Effective upon ratification by both parties, bargaining unit employees employed during the 2019-2020 school year, and did not receive a step advancement for the 2020-2021 school year, shall advance one step. The step advancement will be retroactive to the start of the 2020-2021 school year. Lanes will be awarded for the 2020-2021 school year for those eligible bargaining unit employees who have not already received a lane advancement in the 2020-2021 school year.

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For the 2020-2021 school year, the salary schedule will increase as follows: 1.25% for steps 1-13 and 1.75% for step 14 and L1 and L2. The salary schedule increases shall be retroactive to the start of the 2020-2021 school year and the new amount will be equally dispersed among pay periods starting with the first pay date in February 2021 through the last pay date in August 2021.

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For the 2020-2021 school year, new bargaining unit employees hired for the 2020-2021 school year will receive a one-time \$500 off-schedule payment as a signing bonus. This payment will be made by January 31, 2021 and will be subject to applicable taxes and withholdings.

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LOA  
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For a bargaining unit employee who tested positive for COVID-19 due to a school exposure and is required to self-quarantine or isolate, or for an employee who has been directed to self-quarantine or isolate by the District, local health department or the employee's health care provider after coming into close contact with someone at the District with a confirmed case of COVID-19, sick leave will be administered as follows:

LOA  
DB-B

- The District will provide an additional five (5) COVID days of leave per employee, not deducted from sick time, if needed. May request more from superintendent if warranted.
- Once the additional five (5) COVID leave days are exhausted, the employee will then be required to use their available sick leave days, if any, as outlined in the Master Agreement, Article 5.
- If there are any state or federal sick leave benefits implemented after January 1, 2021, the additional five (5) COVID days of leave per employee above will automatically expire upon the effective date of the state or federal leave benefits.
- The additional five (5) COVID days provided by the District are not transferrable or bankable, nor can they be redeemed for any compensation.

This Letter of Agreement will expire on June 30, 2021.

D. Blackburn 12-22-20  
 Representative for the Association: Damon Blackburn, President Date

Brooke Ballee-Stone 12-22-20  
 Representative for the District: Brooke Ballee-Stone, Superintendent Date

## 2020-2021 Schedule A

(Updated December 2020)

Step	BA	BA+18	MA	MA+15
1	35,925	37,359	38,797	40,233
2	37,254	38,743	40,233	41,722
3	38,583	40,128	41,667	43,211
4	39,912	41,509	43,107	44,705
5	41,244	42,894	44,545	46,193
6	42,574	44,277	45,982	47,685
7	43,851	45,662	47,418	49,173
8	45,167	47,391	49,215	51,035
9	46,521	49,122	51,011	52,900
10	47,918	51,196	53,164	55,133
11	49,354	53,272	55,320	57,369
12	50,836	55,346	57,475	59,605
13	52,360	57,770	59,991	62,212
14	54,197	61,092	63,407	65,717
L-1	55,823	62,292	64,656	67,013
L-2	57,498	63,519	65,930	68,309

L-1 longevity shall be given to each employee starting his/her 18<sup>th</sup> year of service in Martin Public Schools.

L-2 longevity shall be given to each employee starting his/her 23<sup>rd</sup> year of service in Martin Public Schools.