

# Memorandum of Understanding

Between the Board of Education of Carroll County (Hereinafter “County Board” or “Board”)

and

the Association of Public School Administrators

and Supervisors of Carroll (Hereinafter “Association” or “APSASCCO”)

Regarding the

Recognition of Employees Providing In-Person Instruction and Workplace Health and Safety Items.

**WHEREAS**, the ongoing COVID-19 pandemic requires modifications to the traditional school model; and

**WHEREAS**, the Carroll County Public Schools (CCPS) Reopening and Recovery Plan defines the modified school operations for the 2020-21 school year;

**WHEREAS**, CCPS initially opened in the enhanced, full virtual model, moved to the hybrid model for approximately one month in the fall, returned to the enhanced, full virtual model, and is moving back to the hybrid model effective January 7, 2021;

**WHEREAS**, even during the periods of the enhances, virtual model certain APSASCCO - represented employees continued to provide direct, in-person instructions to students in designated schools and programs;

**WHEREAS**, the Master Agreement between the Board and the Association does not provide for all extraordinary or unprecedented needs under these modified operations; *and*

**WHEREAS**, the County Board and the Association, after discussion, desire to work cooperatively to recognize certain employees for exceptional delivery of in-person instruction and to proactively address workplace health and safety items;

**NOW THEREFORE**, intending to be legally bound hereby, the parties agree as follows:

1. This MOU does not constitute a permanent modification of the Master Agreement and does not extend beyond the time periods stipulated herein.
2. This MOU shall not alter any terms of the Master Agreement. All other terms of the Master Agreement shall remain in full force and effect.
3. This agreement is not setting precedent or past practice.

4. The Board shall remit a one-time recognition bonus in the amount of \$500 to all APSASCCO - represented employees who provided direct, in-person instruction to students during the time period (November 19, 2020 to January 7, 2021) that CCPS reverted from the hybrid model to the enhanced, virtual model in all designated schools and programs:
- a. CCPS shall produce a list of all individual employees in this class for APSASCCO to review;
  - b. Upon review of the employee list, CCPS shall notify each individual employee of the recognition stipend; and
  - c. The stipend shall be remitted in the first possible payroll period after the above employee notification is made.

For the Board of Education

  
Chanters Baptiste

For APSASCCO

  
Daniel Bessick 4/22/21

# Memorandum of Understanding

Between the Board of Education of Carroll County (Hereinafter “County Board” or “Board”)

and

the Carroll Association of School Employees (Hereinafter “Association” or “APASSCO”)

Regarding a

Recognition stipend for certain APASCCO - represented employees.

**WHEREAS**, the ongoing COVID-19 pandemic continues to impact the Board and APASCCO members; and

**WHEREAS**, the pandemic has placed burdens on CCPS officials, employees, parents, students, and employee groups;

**WHEREAS**, the Board and APASCCO maintain their mutual commitment to collaboration throughout the pandemic on mutual solutions to our challenges; *and*

**WHEREAS**, the Board recognizes that APASCCO and its represented employees have gone above and beyond to meet the demands imposed by the pandemic.

**NOW THEREFORE**, intending to be legally bound hereby, the parties agree as follows:

1. This MOU does not constitute a permanent modification of the Master Agreement and does not extend beyond the time periods stipulated herein.
2. This MOU shall not alter any terms of the Master Agreement. All other terms of the Master Agreement shall remain in full force and effect.
3. This agreement is not setting precedent or past practice.
4. The Board shall remit a recognition stipend to APASCCO-represented central office employees who provided coverage support to schools during the 2020-21 school years under the following conditions:
  - a. Employees who provided coverage 10 or fewer full school days with a minimum of 5 days coverage shall receive a \$250 stipend;
  - b. Employees who provided coverage for 11-29 days shall receive a \$500 stipend;

- c. Employees who provided coverage for 30 or more days shall receive a \$750 stipend;
- d. Payment for the stipends shall be remitted in the second pay period in June, 2021.

For the Board of Education

Cherissa Boyd

For APASCCO

James Benedict 4/22/21

Memorandum of Understanding  
Between the  
Board of Education of Carroll County  
And the  
Association of Public School Administrators and Supervisors of  
Carroll County

**WHEREAS**, the Board of Education of Carroll County (hereinafter the "Board") and the Association of Public School Administrators and Supervisors of Carroll County (hereinafter "APSASCCO") have reached an agreement regarding the ability of certain members of the bargaining unit represented by APSASCCO to sell back to the Board a portion of their accumulated annual leave prior to the end of the current FY21 fiscal year; and

**WHEREAS**, the Board and APSASCCO wish to memorialize the terms of that agreement into a Memorandum of Understanding;

**NOW THEREFORE**, intending to be legally bound hereby, the parties agree to the following terms:

1. This Memorandum of Understanding does not constitute a permanent modification of the Master Agreement and does not extend beyond the time period stipulated herein.
2. This Memorandum of Understanding shall not alter any terms of the Master Agreement. All other terms of the Master Agreement shall remain in full force and effect.
3. This Memorandum of Understanding does not set any precedent or past practice.
4. Any member of the bargaining unit represented by APSASCCO who has accumulated annual leave may sell back to the Board at their FY21 per diem rate of pay up to five (5) days of such leave by submitting a written request to Payroll no later than May 28, 2021, to ensure that payment will be included in the June 30, 2021 pay.

For the Board of Education

 Cathleen Neal 5/13/21

For APSASCCO

 Sarah L. Lane  
5/12/21