

**MEMORANDUM OF UNDERSTANDING BETWEEN THE  
BOARD OF EDUCATION OF CARROLL COUNTY AND THE  
CARROLL COUNTY EDUCATION ASSOCIATION**

Memorandum of Understanding (hereinafter "MOU") is entered into this 20<sup>th</sup> day of September 2021, between the Board of Education of Carroll County (hereinafter the "Board") and the Carroll County Education Association, Inc. (hereinafter the "Association" or "CCEA").

**WHEREAS**, the Board and the Union are parties to a written negotiated agreement for the period of July 1, 2021 through June 30, 2022 (hereinafter the "Master Agreement"); and

**WHEREAS**, the Board and the Union desire to memorialize an additional temporary agreement that have been reached between the parties as a result of the ongoing COVID-19 pandemic;

NOW THEREFORE, it is agreed by and between the Board and the Union as follows:

1. This MOU is valid during the period of fiscal year 2022 only;
2. This MOU is not setting precedent or past practice;
3. This MOU does not constitute a permanent change or modification to the Master Agreement;
4. Except as otherwise expressly stated in this MOU, all provisions of the current collective bargaining agreement between the parties shall continue in effect during the period that this MOU remains in effect.
5. Any CCEA bargaining unit member (hereinafter "employee") who is directed by the Board to quarantine due to a work-related positive COVID-19 test result, the presence of suspected COVID-19 symptoms, or a potential workplace exposure to COVID-19, the employee will be provided paid administrative leave for the duration of the quarantine period as defined by the Carroll County Health Department or such earlier time as the employee receives a negative result from a PCR COVID-19 test required by the Board. After the second quarantine for any combination of the reasons above, any further quarantine will result in the employee using his or her accrued sick leave.

IN WITNESS WHEREOF the parties have executed this Memorandum of Understanding as of the day first written above.

For the Board



For the Association

