

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 "CASE")

Regarding the

Modifications of Article 4, Section F of the Master Agreement for the Time Period during Which Schools Operate in Enhanced Virtual or Hybrid Models.

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 will open in the enhanced, full virtual model and move to the hybrid model in the CCPS Reopening and Recovery Plan when public health conditions allow;

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 (Hereinafter "parties"), after discussion, desire to work cooperatively to address these unique and emergent issues.

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

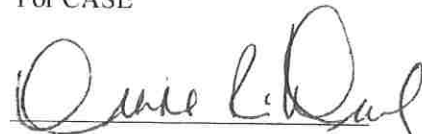
In recognition of the contingency of teachers absences and leaves of absence that may affect the implementation of the CCPS Reopening and Recovery Plan, the Board and the Association agree to the following modifications to Article 4, Section of the Master Agreement during the period of time that schools operate in the enhanced, full virtual or hybrid models:

1. This MOU does not constitute a permanent waiver of Article 4, Section F and serves as a one-time exception to the normal procedures pursuant to the Master Agreement due to exigent circumstances.
2. This MOU shall not alter the terms of the Master Agreement, except as set forth herein. All other terms of the Master Agreement shall remain in full force and effect.
3. The County Board and the Association agree to revisit the terms and conditions of this MOU should any future announcements from the President, Governor and/or Maryland State Department of Education, or actions of the Board, require significant adjustment or alteration of any conditions contained herein.

4. This agreement is not setting precedent or past practice and is only effective during the under the conditions in the CCPS Reopening and Recovery Plan noted herein.
5. This MOU will terminate on the 1st day that CCPS returns to full, traditional school operations.
6. Article 4, Section F, 2.c. is amended to remove the 15 days per work year limit for school year 2020-21;
7. Article 4, Section F, 2.a. is amended so that so that Instructional Assistants/Paraprofessionals will earn \$7.50 per hour in addition to their regular salary for each hour they serve as a substitute teacher in non-emergency situations, including IEP meetings and any meetings or trainings teachers are expected to attend for the first 15 days in which they serve. For all hours beyond the initial 15 days, they shall earn \$8.00 per hour in addition to their regular salary for each hour they serve as a substitute teacher in non-emergency situations; and
8. In the case of a Long-Term Substitute position, which is any position 10 days or longer, the Instructional Assistant/Paraprofessional shall earn \$12.50 per hour in addition to their regular salary for each hour they serve as a substitute in a long-term sub position.
9. The parties agree that under this MOU, Article 4, Section F, as amended, shall apply to all Student Support Assistants as well as to Instructional Assistants/Paraprofessionals.
10. When utilizing Article 4, Section F, 2.a. Assistants/Paraprofessionals will be selected on rotational basis within each school where practical.
11. CCPS and CASE will review said wavier in 60 days

For the Board of Education

For CASE


9-25-2020

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 "CASE")

Regarding the

Extension of the Master Agreement for a Specified Period.

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

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

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

WHEREAS, the County Board and the Association (Hereinafter "parties"), after discussion, desire to work cooperatively to facilitate as much stability as possible.

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

The parties mutually extend the term of the Master Agreement, under Article 20 – Duration, until September 2021 or until CASE and the Board reach a successor Agreement after the current school year. This mutually agreed extension includes the following conditions:

1. This MOU shall not alter the terms of the Master Agreement, except as set forth herein. All other terms of the Master Agreement shall remain in full force and effect.
2. The parties extend all current Memoranda of Understandings (MOUs) between the Board and CASE unit until 2021 negotiations. This will include all matters relating to class coverage, stipends, pay for IAs, Para-Pros, TAs or any other titled positions referenced in MOUs.
3. For FY22 CASE would receive the same percentage, on-going salary increase that any other bargaining unit receives related to step increment or Cost of Living Allowance. This provision does not preclude the Board and CASE from negotiating a separate MOU related to stipends, bonuses, or other monetary awards for FY22.
4. CASE and the Board agree that they will meet to discuss any monetary incentives or awards related to the COVID-19 pandemic that apply to CASE if any such items arise from the federal or state government.

5. Regardless of the extension under this MOU, CASE and the Board agree to form a focus group of mutual representatives to meet and make recommendations regarding the duty year for secretaries for school year 2021.

For the Board of Education

Chantel Bay 3/19/2021

For CASE

Quinn Cul 3/15/2021

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 "CASE")

Regarding the

One-time bonuses for CASE-represented employees.

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

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

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

WHEREAS, the Board recognizes that CASE 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 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 stipend in the amount of \$500 to all CASE-represented employees who provided direct, in-person support to students during the time period (November 19, 2020 to January 7, 2021) when 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 CASE 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.
5. The Board shall remit a one-time stipend in the amount of \$1,000 to all CASE-represented employees in recognition of their service throughout the challenges of the 2020-21 school year. The stipend shall be awarded as follows:

- a. The stipend shall be awarded to every CASE employee in active service on June 15, 2021;
- b. The stipend shall also apply to those employees who received the recognition stipend contained in provision #4 above; and
- c. The stipend will be paid remitted in the second pay period in June 2021.

For the Board of Education

Charles Byrd 3/14/2021

For CASE

Quelb. Quel 3/15/2021

Rose, Trish

From: Baptist, Chantress
Sent: Friday, March 26, 2021 5:49 PM
To:

Cc:
Subject: CASE FY 21 Stipend MOU

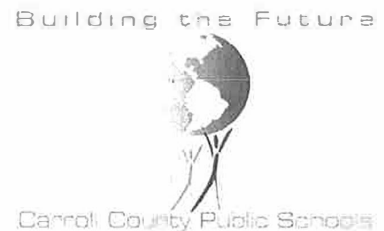
MEMO

TO: CASE Bargaining Unit

FROM: Chantress J. Baptist,
Director of Human Resources

DATE: March 26, 2021

RE: FY21 CASE Memorandum of Understandings



In response to the ongoing COVID-19 pandemic, CCPS Board of Education in agreement with CASE Leadership have established memorandums of understanding to recognize the

extraordinary services of CASE employees. The following MOU's will be enacted for CASE represented employees.

1. The Board shall remit a one-time recognition stipend in the amount of \$500 to all CASE-represented employees who provided direct, in-person support to students during the time period (November 19, 2020 to January 7, 2021) when CCPS reverted from the hybrid model to the enhanced, virtual model in all designated schools and programs.
2. The Board shall remit a one-time stipend in the amount of \$1,000 to all CASE-represented employees in recognition of their service throughout the challenges of the 2020-21 school year. The stipend shall be awarded to every CASE employee in active service on June 15, 2021.
3. The Board of Education implemented a recognition stipend to CASE-represented central office employees who provided coverage support to schools during the 2020-21 school year 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
4. The Board shall remit a recognition stipend to those CASE-represented assistants, including instructional assistants, and student support assistants, and paraprofessionals who were assigned outside of their home school for the remainder of the 2020-21 school year 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

All payments will be paid during the second pay of June 2021. Thank you for being an important part of the CCPS Community.

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 “CASE”)

Regarding

Establishing a specific pay rate for employees participating in CCPS student academic recovery and compensatory services programs.

WHEREAS, the ongoing COVID-19 pandemic as posed numerous challenges and disruptions to the 2020-21 school year; and

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

WHEREAS, the Board and the Association, desire to work cooperatively in mutual recognition that our students’ academic recovery and educational services are best provided by our own exceptional employees.

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 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, including Article 15 for all other purposes.
3. This agreement is not setting precedent or past practice.
4. The Board shall pay all assistants, including instructional assistants, student support assistants, and paraprofessionals, who participate in-person in the CCPS Academic Recovery and Compensatory Services programs during summer 2021 at an hourly rate of \$30 instead of the negotiated hourly rate for each employee.
5. The Board shall grant one (1) sick day for all assistants, including instructional assistants, student support assistants, and paraprofessionals, who participate in-person in the CCPS Academic Recovery and Compensatory Services program during summer 2021.
6. The Board and the Association agree that educators will be selected for the CCPS Academic Recovery and Compensatory Services programs for summer 2021 through the following process:

1. Volunteers will be sought among educators in each school or program;
2. If additional educators are required, volunteers from across the system will be sought;
3. After every effort has been made to secure volunteers, if vacancies remain CCPS will assign educators as needed; and
4. Appropriate certification is required for participation in each program.

For the Board of Education



For CASE



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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 will open in the enhanced, full virtual model and move to the hybrid model in the CCPS Reopening and Recovery Plan when public health conditions allow;

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 (Hereinafter “parties”), after discussion, desire to work cooperatively to address these unique and emergent issues.

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

In recognition of the contingency of teachers absences and leaves of absence that may affect the implementation of the CCPS Reopening and Recovery Plan, the Board and the Association agree to the following modifications to Article 4, Section F of the Master Agreement during the period of time that schools operate in the enhanced, full virtual or hybrid models:

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2. This MOU shall not alter the terms of the Master Agreement, except as set forth herein. All other terms of the Master Agreement shall remain in full force and effect.
3. The County Board and the Association agree to revisit the terms and conditions of this MOU should any future announcements from the President, Governor and/or Maryland State Department of Education, or actions of the Board, require significant adjustment or alteration of any conditions contained herein.

4. This agreement is not setting precedent or past practice and is only effective during the conditions in the CCPS Reopening and Recovery Plan noted herein.
5. This MOU will terminate on the 1st day that CCPS returns to full, traditional school operations.
6. Article 4, Section F, 2.c. is amended to remove the 15 days per work year limit for school year 2020-21;
7. Article 4, Section F, 2.a. is amended so that Instructional Assistants/Paraprofessionals will earn \$7.50 per hour in addition to their regular salary for each hour they serve as a substitute teacher in non-emergency situations, including IEP meetings and any meetings or trainings teachers are expected to attend for the first 15 days in which they serve. For all hours beyond the initial 15 days, they shall earn \$8.00 per hour in addition to their regular salary for each hour they serve as a substitute teacher in non-emergency situations; and
8. The parties agree that under this MOU, Article 4, Section F, as amended, shall apply to all Student Support Assistants as well as to Instructional Assistants/Paraprofessionals.
9. When utilizing Article 4, Section F, 2.a. Assistants/Paraprofessionals will be selected on rotational basis within each school where practical.
10. CCPS and CASE will review said wavier in 60 days.

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For CASE

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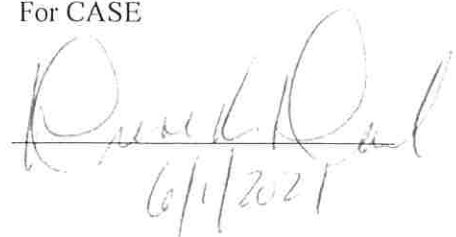
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2. This MOU shall not alter any terms of the Master Agreement. All other terms of the Master Agreement shall remain in full force and effect, including Article 15 for all other purposes.
3. This agreement is not setting precedent or past practice.
4. The Board shall pay all Licensed Practical Nurses, who participate in-person in the CCPS Academic Recovery and Compensatory Services programs during summer 2021 at an hourly rate of \$60 instead of the negotiated hourly rate for each employee.

For the Board of Education

 6/1/21

For CASE

 6/1/2021