

# 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.

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

**WHEREAS**, the Carroll County Public Schools (CCPS) Recovery and Return-to-Learning Plan defines school operations for the 2021-22 school year; and

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

**WHEREAS**, the County Board and the Association (Hereinafter "parties"), after discussion, desire to work cooperatively to address these unique and emergent issues.

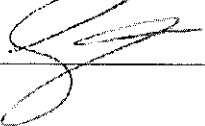
**NOW THEREFORE**, intending to be legally bound hereby, the parties agree as follows:

In recognition of the contingency of teacher absences and leaves of absence that may affect the implementation of the CCPS Recovery and Return-to-Learning Plan, the Board and the Association agree to the following modifications to Article 4, Section F of the Master Agreement:

1. This MOU does not constitute a permanent waiver of Article 4, Section F and serves as a general 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.

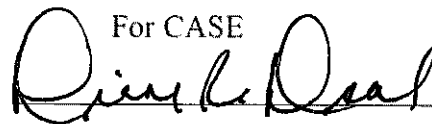
5. This MOU will terminate on June 30, 2022.
6. Article 4, Section F, 2.b. is amended to remove the 15 days per work year limit for school year 2021-22.
7. Article 4, Section F, 2.a. is amended so that so that Instructional Assistants/Paraprofessionals, Student Support Assistants, and Quarantine Success Coaches 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.
8. In the case of a Long-Term Substitute position, which is any position 10 days or longer where the Instructional Assistant/Paraprofessional, Student Support Assistant, and Quarantine Success Coach plans, teaches, and provides grades, he or she 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 Instructional Assistants/Paraprofessionals as well as to Student Support Assistants and Quarantine Success Coaches.
10. When utilizing Article 4, Section F, 2.a. Instructional Assistants/Paraprofessionals, Student Support Assistants, and Quarantine Success Coaches will be selected on rotational basis within each school where practical. Quarantine Success Coaches shall only be selected when those employees are not already serving students in quarantine.
11. CCPS and CASE will review said wavier in 60 days from date of signing.

For the Board of Education



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For CASE



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