

# Memorandum of Understanding

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

and

the Carroll County School Food Services Association

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 food service 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 provided food service operations via in-person/delivery effective the week of August 31, 2020;

**WHEREAS**, even during the periods of the enhanced, virtual model certain Food Services Association-represented employees continued to provide direct, in-person food services 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 support 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 managers and employees who reported for in-person food services for the entire school year or a \$250 stipend for managers and employees who reported in-person for at least 90 days during school year 2020/21.

- a. CCPS shall produce a list of all individual employees in this class for FSA 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 June 30, 2021 payroll.

For the Board of Education

A handwritten signature in blue ink, appearing to read "Charles J. Bays", written over a horizontal line.

For CCSFSA

A handwritten signature in blue ink, written over a horizontal line. The signature is stylized and difficult to decipher, but appears to start with "S" and "A".

# Memorandum of Understanding

Between the Board of Education of Carroll County (Hereinafter "County Board" or "Board")

and

the Carroll County School Food Services Association (Hereinafter "Association" or "CCSFSA")

Regarding

Establishing a specific pay rate for food service workers and managers participating in CCPS student academic recovery and compensatory services programs.

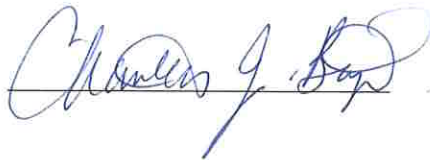
**WHEREAS**, the ongoing COVID-19 pandemic has posed numerous challenges and disruptions to the 2020-21 school year; and

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

**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.
3. This agreement is not setting precedent or past practice.
4. The Board shall pay all Food Service workers and managers who participate in-person in the CCPS Academic Recovery and Compensatory Services food delivery programs during summer 2021 at an hourly rate of 1.5 times the regular school year contracted wage rate.

For the Board of Education



For CCSFSA

