

Memorandum of Understanding

Between the Board of Education of Carroll County
and
the American Federation of State, County, and Municipal Employees Local 2741/Council 67
Regarding
Employee Recognition and School Coverage for the Second Half of the 2021-22 School Year

WHEREAS, the ongoing COVID-19 pandemic has posed numerous challenges and disruptions to the 2021-22 school year; and

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

WHEREAS, CCPS Operations and Maintenance employees serve an integral role in ensuring that our schools operate daily for in-person instruction throughout the pandemic in a safe manner;

WHEREAS, the Board and AFSCME desire to work cooperatively in mutual recognition that our students' success is based on the efforts of our staff, *and*

WHEREAS, AFSCME recognizes the Board's right to assign employees as the needs of the school require and the Board wishes to recognize employees for their commitment,

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. This MOU is effective from January 3, 2022 through the final student day of the 2021-22 school year;
5. In recognition of the dedicated service of CCPS Operations and Maintenance staff and of their steadfast efforts to sustain our school operations and maintenance, the Board shall award a \$1,000 recognition bonus to all AFSCME-represented employees paid in two installments. The first \$500 installment shall be remitted on the first pay period in April 2022 to active employees. The second \$500 installment shall be remitted on the second pay period in June 2022 to active employees.
6. The Board shall remit a stipend to AFSCME employees who are assigned to a work location other than his or her typical assignment January 3, 2022 through the final student day of the 2021-22 school year under the following conditions:
 - i. The Board shall request a list of volunteers from work locations from which staff members may need to be reassigned;
 - ii. The Board shall assign staff volunteers as needed with as much advanced notice as practicable and in a manner to ensure fair opportunities for all who volunteered;

- iii. The Board shall assign non-volunteers only when all other solutions have been exhausted; and
- iv. Any active employee who is assigned to a work location other than his or her typical assignment shall receive a \$250 recognition bonus from the Board payable during the second pay period in June 2022.

For the Board of Education

 2/15/22

For AFSCME

