

Memorandum of Understanding

Between the Board of Education of Carroll County
and
the Association of Public School Administrators and Supervisors of Carroll County
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 administrators and supervisors serve an integral role in ensuring that our schools operate daily for in-person instruction throughout the pandemic; *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 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 administrators and supervisors and of their steadfast efforts to sustain our school operations and student instruction, the Board shall award a \$1,000 recognition bonus to all APSASCCO-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 APSASCCO employees who provided classroom coverage support during the time period of January 3, 2022 through the final student day of the 2021-22 school year under the following conditions:
 - i. Employees who provided coverage as tracked via Absence Management 10 or fewer full school days with a minimum of 5 days coverage shall receive a \$250 stipend;
 - ii. Employees who provided coverage as tracked via Absence Management for 11-29 full school days shall receive a \$500 stipend;
 - iii. Employees who provided coverage as tracked via Absence Management for 30 or more full school days shall receive a \$750 stipend;

- iv. Principals and assistant principals shall receive a \$750 stipend to reflect their daily coverage of classrooms and student settings;
- v. Payment for the stipends shall be remitted in the second pay period in June 2022.

For the Board of Education

 1/26/2022

For APSASCCO

