

# 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, Compensatory Services programs, and Extended Learning Opportunities.

**WHEREAS**, the COVID-19 pandemic posed numerous challenges and disruptions to the last two school years; and

**WHEREAS**, the pandemic 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 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, 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, Compensatory Services, and Extended Learning Opportunities programs during the fall of 2022 and/or spring of 2023 at a base hourly rate of \$30, or the negotiated base hourly rate for each employee, whichever is higher, instead of the negotiated base hourly rate for each employee.
5. Assistants, including instructional assistants, student support assistants, and paraprofessionals who are selected to work in teaching roles at the CCPS Academic Recovery, Compensatory Services, and Extended Learning Opportunities programs during the fall of 2022 and/or spring of 2023 will be paid a base hourly rate of \$60 per hour instead of the negotiated base hourly rate for each employee.
6. The Board and the Association agree that educators will be selected for the CCPS Academic Recovery, Compensatory Services, and Extended Learning Opportunities programs for fall 2022 and/or spring 2023 through the following process:
  1. Volunteers will be sought among employees in each school or program.
  2. If additional employees 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 employees as needed.
4. Appropriate qualifications are required for participation in each program.

For the Board of Education

 9/7/22

For CASE

Cindy Porter 9/8/22