Memorandum of Understanding

One-time Stipend for Certificated Bargaining Unit Professionals

This Memorandum of Understanding ("Agreement") is made and entered into by and between the Board of Education of St. Mary's County ("the Board"), and the Education Association of St. Mary's County for Certificated Professionals ("EASMC"), collectively ("the Parties").

Whereas the Parties agree the Blueprint for Maryland's Future incentivizes certificated staff to pursue, obtain, and maintain National Board Certification (NBC) through the National Board for Professional Teaching Standards (NBPTS).

And Whereas the Board has identified three schools in St. Mary's County Public Schools as Blueprint Schools. Those locations are George Washington Carver Elementary School, Spring Ridge Middle School, and Great Mills High School. The Board may identify additional school locations based on established data.

Therefore, the Parties agree to the following:

Any certificated staff member who is also a classroom teacher (as defined by the Blueprint) or an instructional resource teacher (as defined by the Board), and assigned to a Blueprint school location approved by the Board, shall be eligible for a one-time stipend during the 2024-2025 school year, totaling a maximum of $7,000.00, if they agree by August 23, 2024, to begin or continue pursuing NBC through NBPTS in the 2024-2025 school year.

Any qualifying certificated staff member shall sign a Stipend Agreement with the Board, agreeing to successfully complete the NBC requirements, to receive the $7,000.00 stipend over three payments during the 2024-2025 school year. To receive the stipend, the employee must agree to the following:

- Be assigned to a Blueprint school location as a teacher for the entire 2024-2025 school year;
- Enter into one of these three SMCPS-sponsored cohorts for NBC candidacy
  - Cohort 1 – Individuals attempting NBC in 1 year
  - Cohort 2 – Individuals attempting NBC in 2 years
  - Cohort 3 – Individuals who have already begun the process to obtain NBC or who need to submit retakes
  - Candidates will receive 3 Continuing Professional Development (CPD) credits for active participation in one of the three cohorts
- Agree to submit required documentation throughout the school year prior to the prorated portion of the stipend to be paid; and
- Agree to repay SMCPS the funds paid under this MOU if the staff member withdraws from pursuing NBC, fails to submit documentation in a timely manner, or terminates employment with SMCPS prior to June 30, 2025.

Further, the Board agrees to provide at least two information sessions in April and/or May 2024 for staff to consider agreeing to pursue NBC under NBPTS.

The parties below agree to execute this Memorandum of Understanding with fidelity during the 2024-2025 school year.

Executed By:

Date: 4/10/24

Liz Purcell Leskinen, UniServ Director & Chief Negotiator
MD State Education Association (St. Mary's County Non A&S Affiliates)

Date: 4-10-24

Dale P. Farrell, Ed.D., Chief of Staff and Chief Negotiator
Board of Education of St. Mary's County