

# Memorandum of Understanding

Between the Board of Education of Carroll County  
and  
the Carroll Association of School Employees  
Regarding  
Pay for Staff Workers at Athletic Events

**WHEREAS**, the Carroll County Public Schools (CCPS) community values the involvement of Carroll Association of School Employees (CASE) bargaining unit members during certain CCPS athletic events; and

**WHEREAS**, participation in various aspects of athletic events such as admission, scoreboard/shot clock operation, and provision of spectator supervision is best provided by school-based staff selected by their respective Administrator of Athletics and Facilities and/or school-based administrator; and

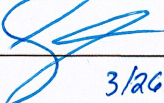
**WHEREAS**, the Board and the Association recognize that those school-based staff know the school community and are uniquely qualified to support tasks at athletics events; and

**WHEREAS**, the Board and the Association, understand the obligation to mutually negotiate extra-duty pay for CCPS employees represented by the Association;

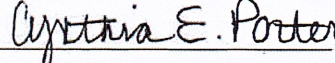
**NOW THEREFORE**, intending to be legally bound hereby, the parties agree as follows:

1. This MOU shall not alter any terms of the Master Agreement, with the exception of Article 15. All other terms of the Master Agreement shall remain in full force and effect;
2. This MOU is effective once executed by the parties; and
3. CCPS will pay an extra-duty stipend of \$50 per event to CASE-represented employees once selected as stated above providing that the athletic event assignment is not significantly similar to the employee's regular duties during the workday. Doubleheader events will require a \$75 per event amount to CASE-represented employees who are selected to work such an event.
4. **Employees selected and who report to an athletic event are guaranteed a minimum of \$25. This guarantee is regardless of whether the game is officially cancelled or postponed (up to a maximum of one hour) for any reason. Once both teams have arrived and begun warm-ups, the employees are guaranteed a minimum of \$50. The selected employee must be present from the start of the assignment until all spectators have exited the stadium or school building or the employee is released by the School-Based or Athletics/Facilities administrator on duty at that event.**
5. During Master Agreement negotiations, the Board and the Association will determine where to include the intent of this MOU in Article 15 of the CASE Master Agreement.

For the Board of Education

  
3/26/25

For CASE



Revised February 2025