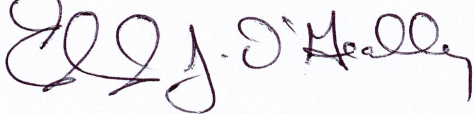


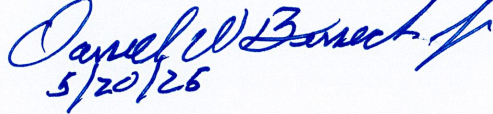
**Proposed Tentative Agreement Between the Board of Education  
and the Association of Public School Administrators and Supervisors of Carroll  
County  
May 20, 2025**

1. Career ladder elements in the master agreement that are additional, non-statutorily required items will be delayed in implementation until FY27. No APSASCCO bargaining unit member shall take a reduction of any pay to which the member is currently receiving outside of the base.
2. Employees on intervals 1-15 will receive a deferred interval implemented during FY26 on the payroll date that is budget neutral to the value of a 1% increase to the salary scale;
  - a. Employees on intervals 1-15 will begin to receive the deferred interval on March 1, 2026, and it will first be paid in the March 15, 2026, pay period.
  - b. The full interval will be implemented with FY27.
  - c. For FY26 employees on interval 16 will receive a stipend equivalent to 1% of the employee's annual salary in two equal installments on the November 15, 2025, and February 15, 2026, pays.
3. The Board and APSASCCO agree to the attached memorandum of understanding (MOU) regarding telework hours on inclement weather days and certain summer duty days.
4. The duration clause will be updated to reflect a validity date until June 30, 2026.
5. Resumption of negotiations for a successor Master Agreement will begin no later than October 15, 2025.

On behalf of the Board



On behalf of the APSASCCO



5/20/25