

Memorandum of Understanding
Between the Board of Education of Carroll County
and
the Association of Public School Administrators and Supervisors of Carroll County
Regarding
Telework Hours on Inclement Weather Days and Certain Summer Duty Days

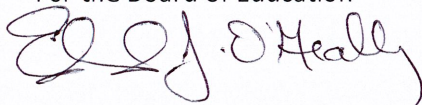
WHEREAS, the Board of Education of Carroll County (the "Board") and the Association of Public School Administrators and Supervisors of Carroll County (the "Association") have entered into a negotiated Master Agreement effective July 1, 2024-June 30, 2025 (the "Master Agreement"); and

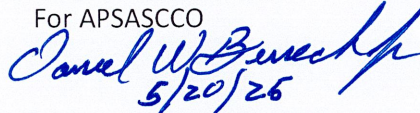
WHEREAS, the Board and the Association recognize that, due to the implementation of the Blueprint for Maryland's Future and limited State and local government funding, it has become necessary for the Board and the Association to reach a tentative agreement within those conditions; and

WHEREAS, the Board and the Association recognize a mutual interest in achieving a settlement and averting an impasse proceeding given the impact that Blueprint fiscal compliance has had on the system.

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;
2. For the fiscal year beginning July 1, 2025, there shall be no additional payment for movement to or continued placement on Level 2 of the Career Ladder;
3. For the fiscal year beginning July 1, 2025, employees on intervals 1-15 shall receive an interval on the pay period that represents the date on which the interval can be implemented with the budgetary cost of a 1% COLA:
 - 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 during FY27; and
 - c. 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.
4. Two-year MOU on time for telework hours during inclement weather days and certain summer days:
 - a. For school years 2025-26 and 2026-27, employees may telework on inclement weather days and certain summer days under the following conditions;
 - i. At least one building administrator will be in the school each work day;
 - ii. If the system requires the employee to be in-person for sufficient cause, the employee shall report;
 - iii. For summer duty days;
 1. Each employee may telework up to five days;
 2. The days must be approved by the supervisor;
 3. The employee will make every reasonable effort to notify the supervisor of the telework days prior to the end of the school year; and
 4. The five summer telework days must be non-consecutive;
 - b. The two-year pilot in this MOU will be reviewed annually.

For the Board of Education


For APSASCCO

5/20/26