Memorandum of Understanding

Between the Board of Education of Carroll County (Hereinafter "County Board" or "Board")

and

the Carroll County Education Association (Hereinafter "Association" or "CCEA")

Regarding

Establishing a specific pay rate for educators participating in CCPS student academic recovery and compensatory services programs.

WHEREAS, the ongoing COVID-19 pandemic has posed numerous challenges and disruptions to the 2020-21 school year; and

WHEREAS, the pandemic has 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 docs 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 XXIII, #10 for all other purposes.

3. This agreement is not setting precedent or past practice.

4. The Board shall pay all educators who participate in-person in the CCPS Academic Recovery and Compensatory Services programs during the 2021-22 school year at an hourly rate of $60 instead of the negotiated hourly rate of $36.09 for providing direct instruction to students.

5. The Board and the Association agree that educators will be selected for the CCPS Academic Recovery and Compensatory Services programs for 2021-22 school year through the following process:

    1. Volunteers will be sought among educators in each school or program;
    2. If additional educators are required, volunteers from across the system will be sought;
    3. Appropriate certification is required for participation in each program.

For the Board of Education   For CCEA

_____ 8/16/2021   _____