

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 bonus for Special Educators, Related Service Providers, and
Instructional/Program Consultants participating in delivering Special Education
Recovery/Compensatory (R/C) Services.

WHEREAS, the COVID-19 pandemic posed numerous challenges and disruptions to traditional teaching, learning, and service delivery; *and*

WHEREAS, the pandemic has contributed to learning loss and the need for Special Education Recovery/Compensatory (R/C) Services for students with disabilities: *and*

WHEREAS, the Board and the Association, desire to work cooperatively in mutual recognition that our students with disabilities receive identified compensatory services in a timely manner from 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 does not extend beyond the time period 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 for all other purposes.
3. This agreement is not setting precedent or past practice.
4. This MOU shall not alter any terms of other valid MOUs for the same time period.
5. The Board shall pay all Special Educators, Related Service Providers, and Instructional/Program Consultants who participate in delivering Special Education Recovery/Compensatory (R/C) Services during the Spring of 2023 a one-time stipend of \$1,500.
6. In order to receive the stipend, eligible staff work for the entire program and must deliver identified ESY and/or R/C services within the established framework and timelines. Any services provided outside of the established framework or


timeline must be approved in advance by the Principal and the Supervisor of Special Education. The framework requirements and timeline will be published as part of the recruitment process.

7. Framework: Unless specified by the Principal and Supervisor of Special Education, all R/C services must be provided in small groups (minimum of 3 students per group). All R/C services must be provided after school within the timelines below unless approved in advance by the Principal and Supervisor of Special Education. R/C service providers will be assigned to schools by the Director of Special Education. If the interest in staff at an individual school exceeds the number of eligible students, staff may be assigned to a nearby school.
8. Timeline: For elementary schools, R/C services will be provided between February 28th, 2023 and May 4th, 2023 on Tuesdays, Wednesdays, and Thursdays. For middle and high schools, R/C services will be provided between February 28th, 2023 and June 1st, 2023 on Tuesdays and Thursdays. To receive the bonus, service providers must work 24 sessions.
9. The Board and Association agree that Special Educators, Related Service Providers, and Instructional/Program Consultants will be selected to deliver R/C services during the Spring of 2023 through the following process:
 1. Volunteers will be sought among staff in each school or program.
 2. If additional staff are required, volunteers from across the system will be sought.
 3. Appropriate certification is required for participation. Certified Special Education Teachers who work in general education during the school year and maintain certification in special education are eligible to participate.

For the Board of Education:



For CCEA:



2/8/2023