Memorandum of Understanding

Between the Board of Education of Carroll County
and
the Carroll County Education Association
Regarding
Classroom Coverage for the 2022-23 and 2023-24 School Years

WHEREAS, the ongoing COVID-19 pandemic as posed numerous challenges and disruptions to traditional teaching and learning; 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.
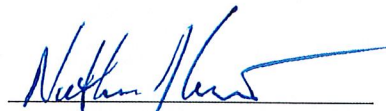
NOW THEREFORE, intending to be legally bound hereby, the parties agree as follows:

1.   This MOU does not constitute a permanent modification of the Master Agreement and does 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 for all other purposes;

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

4.   This MOU applies to CCEA-represented employees in Central Office as well;

5.   This MOU is effective during the student days of the 2022-23 and 2023-24 school years; and

6.   In situations when CCEA employees cover classrooms other than their assigned classes, the following provisions apply regarding that coverage:

   a. Coverage will be voluntary, when possible;
   b. Coverage will occur only after all substitute coverages have first been filled;
   c. Doubling of classes shall be limited to circumstances where there is no other viable solution;
   d. Non-tenured employees shall be assigned to coverage only in circumstances where there is no other viable solution unless the employee has volunteered; and
   e. Compensation for coverage: The Board shall reimburse CCEA employees who cover other classes during their planning time at a rate of $30 per hour.

For the Board of Education

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6/8/2022

For CCEA

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6/6/2022