

# Memorandum of Understanding

Between the Board of Education of Carroll County  
and  
the Carroll County Education Association  
Regarding  
Elementary Speech Pathologist Case Management Days

**WHEREAS**, Article XX Workload, D. 4. Of the Master Agreement provides elementary special educators and speech pathologists with coverage for one day per month for case management duties; and

**WHEREAS**, post-pandemic staffing shortages and learning recovery have presented challenges to the Board and employees; and


**WHEREAS**, the Board recognizes that staffing shortages will prevent coverage being provided for every speech pathologist every month of the 2023-24 school year; and

**WHEREAS**, the Board and the Association mutually agree to the importance of honoring the intent of the Master Agreement;

**NOW THEREFORE**, intending to be legally bound hereby, the parties agree as follows:

1. This MOU shall not alter any terms of the Master Agreement, with the exception of Article XX D. 4. All other terms of the Master Agreement shall remain in full force and effect;
2. This MOU is effective once executed by the parties and valid for the 2023-24 school year; and
3. CCPS will remunerate each elementary speech pathologist at the professional hourly rate for 7 hours for any monthly coverage day(s) that has not been provided during the 2023-24 school year;
4. Remuneration will be provided in the final pay of fiscal year 2023-24.

For the Board of Education

  
3/28/23

For CCEA

  
3/28/23