Memorandum of Understanding
Between the Board of Education of Carroll County
and
the Carroll County Education Association
Regarding
Early Dismissal Days for Professional Activities
and
Early Separation Notification Stipend

WHEREAS, the Board of Education of Carroll County (the "Board") and the Carroll County Education Association (the "Association") have entered into a negotiated Master Agreement effective July 1, 2024-June 30, 2027 (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 FY 26, beginning July 1, 2025, there shall be no additional payment for movement to or continued placement on Level 2, Level 3 (Tiers 2, 3, 4), or Level 4 (all tiers) of the Career Ladder;
3. For FY 26, beginning July 1, 2025, all differentials and extra-duty compensation rates will be frozen at the FY 2025 rates. For FY 26, the Professional Hourly Rate will be $45 as set forth in the Master Agreement;
4. For FY 26, beginning July 1, 2025, eligible educators 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. Educators will begin receiving the deferred interval on March 1, 2026 and it will first be paid in the March 15, 2026 pay period; and
    b. The FY 26 interval will fully accrue to the base as of July 1, 2026 (FY 27);
    c. As provided in Article XXXII of the Master Agreement, the parties agree that salary and items required by the Blueprint for Maryland's Future are open for negotiations, including the mandated Career Ladder, for FY 27;
5. Two-year MOU on time for educator time:
    a. For school years 2025-26 and 2026-27, the Board will add eight (8) early dismissal days to the school calendar;
        i. The eight days will be determined by the Board;
        ii. Generally, there will be two days per quarter;
        iii. The Board will inform the Association as soon as the dates are determined, and a revised school calendar will be brought to the next Board meeting for adoption;
    b. The 8 days will be divided evenly between self-directed educator time and other professional activities:
        i. This level of detail will not be part of the CCPS calendar;
        ~~ii.~~ The Superintendent or designee, and Association leadership will collaborate for the determination of the schedule in time for the June 2025 BOE meeting;

iii. Once the schedule is determined, it will be communicated with educators through joint correspondence by the Superintendent or designee, and the Association;

c. The two-year pilot in this MOU will be reviewed annually by the existing career ladder workgroup;
   i. Experiences in school year 2025-2026 will be used to determine scheduling in the following school year;
   ii. The existing career ladder workgroup will incorporate the time into the Blueprint teacher collaborative time modeling;

6. Two-year pilot on time for early separation notification stipend:
   a. For school years 2025-26 and 2026-27, the Board will provide an early notification separation stipend:
      i. The stipend is intended to offer recognition to educators at the top of the salary scale who provide early notification of separation from employment;
      ii. The stipend shall be $2,500 per individual educator and will be paid in the final payment to the educator;
      iii. To be eligible for the stipend, an educator must:
         1. Have completed 20 years of service as an educator with the Board;
         2. Provide written commitment of separation from employment to the Human Resources Department no later than February 15th of the fiscal year;
         3. Remain employed by the Board through the end of the duty year;
      iv. An educator is not eligible for the stipend if the educator is terminated, has been recommended for termination, or separates from employment in order to avoid being recommended for termination;
      v. An educator who receives the stipend is not eligible for re-employment with the Board unless the educator reimburses the stipend to the Board. This language does not apply to educators who choose to become substitutes for CCPS or retire/rehires.

For the Board of Education

[signature]

6/12/25

For CCEA

[signature]

6/12/25