

**Memorandum of Understanding Between the Teachers Association of Anne Arundel County
and the Board of Education of Anne Arundel County**

This memorandum memorializes an understanding between the Teachers Association of Anne Arundel County (TAAAC) and the Board of Education of Anne Arundel County (Board) to provide additional compensation for Unit I employees. As a result of ongoing challenges related to COVID-19, AACPS employees continue to have increased duties and responsibilities to ensure quality instruction and appropriate supports are provided to students. To address teacher workload, the Board and TAAAC agree to temporarily implement the following effective February 1, 2022, funded with Elementary and Secondary School Emergency Relief Grant Programs* (ESSER II and ESSER III) and other similar permissible Federal and State grants through the remainder of the 2021-2022 school year, expiring on June 30, 2022.*:


1. Substitutes shall normally be provided for all teachers absent from their regular teaching assignment and consistent with the current Negotiated Agreement:
 - a. Only after reasonable but unsuccessful efforts to obtain a substitute, the following will occur:
 - In the event a Unit I employee is required to “cover” a class during their planning period, the employee will be paid \$50.00.
 - A non-teaching or central office-based Unit I employee is required to “cover” a class during the workday, the employee will be paid \$50.00.
 - When an uncovered vacancy for the teacher of record causes a class of students to be divided among other teachers, the receiving teacher will be paid \$50.00.
 - In the event a cultural arts teacher receives students from an additional class or previously divided class(es), they will be paid \$50.00 per day.

2. All Unit I employees will receive a retention bonus up to \$1,000, prorated at their full-time equivalency as reflected below. Employees will receive the first payment on March 10, 2022. 10-month employees must remain actively employed (employees on a LOA are ineligible) with AACPS through the end of their contractual duty year to receive the balance of the retention bonus. 12-month employees must remain actively employed through June 30, 2022.

Full-Time Equivalency	Payment 1	Payment 2
0.75 - 1.0	\$500	\$500
0.46 - 0.749	\$375	\$375
0.10 - 0.459	\$250	\$250

*Payroll distribution dates are subject to change pending state grant amendment approval.

For the Board:



 Melisa D. Rawles, Esq., Chief Negotiator

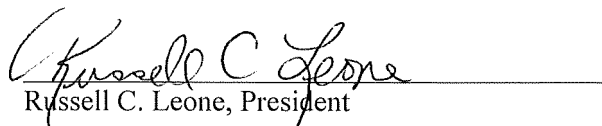


 Angie Kennedy-Auth, Negotiator

For TAAAC:



 Kenneth Page, Chief Negotiator



 Russell C. Leone, President