

Letter of Agreement between the Teachers Association of Anne Arundel County and the Board of Education of Anne Arundel County

A. Purpose

This letter constitutes agreement between the parties regarding the assignment of and compensation for Unit I members who volunteer to teach additional sections of courses, whether in-person, virtually, or in a hybrid format for the 2022-2023 school year.

The parties recognize the exceptional circumstances created by the significant number of ongoing Unit I vacancies during the 2022-2023 school year. This letter is strictly responding to these circumstances and does not establish a precedent or past practice.

B. Definitions

- "Section" shall refer to a class of students in a course a Unit I member is currently assigned to, but who are either in a different building or are in the same building without an assigned instructor for that course.
- "In-Person" shall refer to a Unit I member physically present in a classroom instructing students.
- "Virtual" shall refer to a Unit I member instructing students using a digital broadcast without in-person students.
- "Hybrid" shall refer to a Unit I member physically present in a classroom instructing students with an additional digital broadcast of their lesson to another section of students who engage with instruction through digital mechanisms.

C. Voluntary Request

The Board may seek Unit I members to teach additional sections of courses they are assigned either in-person, virtually, or in a hybrid format. The Board will provide written confirmation regarding the Unit I members' assignment. No member shall be penalized or otherwise retaliated against for refusing to volunteer or declining to continue to volunteer to teach additional sections as described in this Letter.

D. Compensation

Unit I members shall be compensated at the rate of \$50.00 per period per section for each period of instruction worked in the additional section. In addition, Unit I members shall be compensated for three (3) hours per week per section at the rate of \$40.00 per hour to account for additional planning, grading, parent communication, online platform management, and other duties that must be completed outside of their ordinary contracted work time.

E. Evaluation and Damage

No Unit I member shall be evaluated for the quality of instruction or other criteria of evaluation as described in Article 16 for hybrid sections of courses they volunteer for under this Letter. Supervisors shall not conduct informal or formal observations for hybrid sections a Unit I member volunteers for under this Letter unless the number of Unit I member's hybrid sections precludes an observation of an in-person section occurring.

Unit I members shall not be held responsible for damage to any electronic equipment when instructing a hybrid section in accordance with Article 2, Section P, *Responsibility for Materials, Books, and Money*.

F. Limitations

The Letter shall only apply to courses ordinarily taught in middle and high schools.

When a vacant position is filled, the volunteering member shall be compensated at the rate of \$40.00 per hour for any additional work involved with transitioning the section to the new instructor. The Board will provide advanced notice as soon as practicable regarding this transition.

G. Implementation and Expiration

This Letter shall be effective retroactive to August 19, 2022.

This Letter shall expire on June 30, 2023. It may be extended beyond this date by written mutual agreement of the parties.

For the Board:



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Director of Employee Relations



Angie Kennedy-Auth
Employee Relations Specialist

For TAAAC:



Michael Magee
UniServ Director



Nicole Disney-Bates
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