

**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 July 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 during the 2022-2023 school year, expiring on June 30, 2023.

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/encore teacher receives students from an additional class or previously divided class(es), they will be paid \$50.00 per day. A related service provider is on leave or there is a vacancy and the provider’s students are split amongst other providers, then the receiving providers will be paid \$50.00 per day.
 - If a caseload/class is divided for another special educator’s extended absence or there is a vacancy, then the receiving special educator will be paid \$50.00 per day.
 - If a special educator covers for another teacher who is absent (example: a biology teacher) then the special educator receives \$50.00 for covering the class. If the special educator covers for a teacher all day (elementary) the special educator receives \$50.00 for the AM session and \$50.00 for the PM session (total \$100 for the day).
 - If a Unit I staff member who was scheduled to perform assessments takes leave, then the Unit I staff member who performs the assessments on that day shall receive \$50.00 per day.
 - If a Unit I staff member covers for an absent TA to ensure there is adequate coverage in the classroom the Unit I staff member shall receive \$50.00 for the AM session and \$50.00 for the PM session (total \$100 for the day).

For the Board:

For TAAAC:

Melisa D. Rawles, Esq., Chief Negotiator

Kristy Anderson, Chief Negotiator

Angie Kennedy-Auth, Negotiator

Russell C. Leone, President