

**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 increase the extra-instructional programs stipend pay by \$10.00/hour for eligible duties related to the COVID-19 pandemic recovery programs. The following modifications shall be made to the FY23 Negotiated Agreement.

Article 3 – Salary and Other Compensation

In order to address the direct effects of the COVID-19 pandemic on student learning loss, and aid in increasing student enrollment and engagement levels in summer educational recovery programs, the Board and TAAAC agree to temporarily increase the Unit I rate of stipend pay for direct COVID-19 qualified summer instructional work, including planning and professional development directly related to COVID-19 summer instructional programs, from \$30/hour to \$40/hour. The \$40/hour stipend rate will exclusively be paid to employees who conduct direct COVID-19 qualified instruction (both core, enrichment, and non-core academic areas), Special Education recovery activities, and COVID-19 related mental and social/emotional counseling and supports with students and families during the summer of 2021, summer of 2022, summer of 2023, and summer of 2024 (August 31, 2024) or when the grant funding is exhausted, expires, or if the costs are otherwise deemed to be ineligible, whichever comes first.

Stipend rates for the management of summer programs and related service activities will also increase by \$10/hour respectively, depending on the level of supervision or related services. Additional hours worked for activities not directly related to COVID-19 summer instruction, such as Professional Development, Team Meetings, Textbook Adoptions, and Assessment and Curriculum Writing will remain at the previously established contractual rate of pay.

Furthermore, to continue to address the effects of the COVID-19 pandemic on student learning losses, Unit I employees who provide tutoring, supplemental instruction, mental and social/emotional counseling, and/or Special Education Recovery services for PreK-Grade 12 as well as Birth to 21 Special Education Services to students and families outside the regular duty day explicitly funded with Elementary and Secondary School Emergency Relief Grant Programs (ESSER II and ESSER III) and other similar permissible Federal and State grants shall be paid a stipend rate of \$40/hour for these services. This change in rate of pay will extend through the August 31, 2024, or when the grant funding is exhausted, expires, or if the costs are otherwise deemed as ineligible, whichever comes first. All other extra-curricular activities and additional hours worked shall remain at the previously established contractual rate of pay.

The terms and conditions of this memorandum were agreed to by the undersigned representatives of the parties on July 18, 2022.

For the Board:

For TAAAC:

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Melisa D. Rawles, Esq., Chief Negotiator

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Kristy Anderson, Chief Negotiator

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Angie Kennedy-Auth, Negotiator

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Russell C. Leone, Negotiator