

## **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. To address teacher workload, during the 2023–2024 school year, the Board and TAAAC agree to temporarily implement the following effective July 1, 2023, 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 2023-2024 school year, expiring on June 30, 2024, pending grant funding approval.

For the purposes of this Memorandum, the following definitions shall apply:

- “Absence”: For the purposes of this MOU, an “absence” occurs when a Unit I employee is not present for their regular assignment and a substitute shall normally be provided. Absences may occur in accordance with Article 5, *Sick Leave*; Article 7, *Leave of Absence*; and Article 8, *Other Leaves*.
- “Vacancy”: A vacancy exists when a school-based Unit I employee FTE is unfilled.
- “Cover,” “Coverage”: When a Unit I employee is assigned additional or alternative duties resulting from an absence or vacancy.

Unit I employees will be compensated, as indicated below.

Substitute teachers shall normally be provided for all teachers when an absence exists. Only after reasonable but unsuccessful efforts to obtain a substitute have been made the following will occur, and supersedes the provisions of Article 15 Section B:

1. In the event a Unit I employee is required to cover a Middle or High School class period during their planning period, the employee will be paid \$50.00. Please note:
  - Coverage by more than one teacher per period will be eliminated.
  - High school Unit I employees will be limited to compensation for, and assignment to, one class coverage a day, except in emergency situations.
  - Middle school Unit I employees will be limited to compensation for, and assignment to, two class coverages a day except in emergency situations.
  - Equitable coverage should occur throughout available staff on a rotating basis giving all teachers the opportunity to be compensated.



2. In the event a non-teaching or a central office-based Unit I employee is required to “cover” during the workday, the employee shall receive \$50.00 for the AM session and \$50.00 for the PM session (a total of \$100 for the day).
3. Secondary school-based Unit I employees who volunteer to teach an additional class as the teacher of record, will be compensated in the following manner. Unit I employees may elect to stop teaching the additional class(es) with at least two weeks’ notice to their supervisor. Roster changes will be based upon principal recommendations.
  - A high school Unit I employees who teaches 7 out of 8 periods, as the teacher of record, in-person or virtually will receive the following stipend for the semester. The amount will be pro-rated if the teacher is removed or the vacancy for which they are covering is filled.
  - A middle school Unit I employee who teaches 5 out of 6 periods, as the teacher of record, in-person or virtually will receive the following stipend for the semester. The amount will be pro-rated if the teacher is removed or the vacancy for which they are covering is filled.
  - A middle or high school Unit I employee who teaches an in-person section and agrees to teach an additional concurrent section virtually as the teacher of record will receive the following stipend for the semester for each concurrent virtual section. The amount will be pro-rated if the teacher is removed or the vacancy for which they are covering is filled.

**Secondary Teacher of Record**

High School Course	\$5,000 per semester
Middle School Course	\$5,000 per semester
Middle School – Every Other Day	\$2,500 per semester

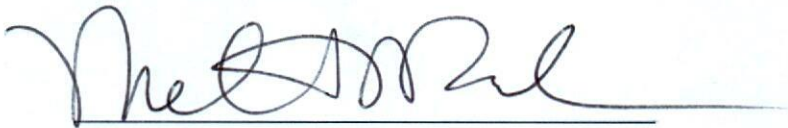
\*Unit I employees will be paid on a pro-rated basis at the end of each marking period.

4. When an absence for the elementary classroom teacher of record causes a class of elementary students to be divided temporarily among other teachers, the receiving teacher(s) will be paid \$50.00 for the day. Please note:
  - An absent teacher’s class can be divided among more than one teacher but no more than 3.
  - Each teacher who receives students from the divided class will be paid \$50.00 for the day.
5. If the absence of one member of the elementary cultural arts team requires another Unit I employee to cover that teacher’s assignment for that day, they will be paid \$50.00 for any portion of the AM session and \$50.00 for any portion of the PM session (a total of \$100 for the day).



6. In the event a related service provider(s) or special educator(s) receive students from the extended absence (consecutive FMLA, maternity, LOA, etc.) exceeding ten (10) student days or vacancy of another related service provider's or special educator's caseload, then the receiving related service provider(s) or special educator(s) will be paid \$50.00 per day of absence.
7. If a special educator covers for a classroom teacher all day (elementary), the special educator receives \$50.00 for the AM session and \$50.00 for the PM session (a total of \$100 for the day).
8. If a Unit 1 employee assigned as a teacher in a co-taught class is absent, the other teacher in the class will be paid \$50.00 per day of absence.
9. If a Unit I employee covers for an absent Teacher Assistant (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 (a total of \$100 for the day).

For the Board:



Melisa D. Rawles, Esq., Chief Negotiator



Angie Kennedy-Auth, Negotiator

For TAAAC:



Michael A. Magee, Lead Negotiator



Nicole Disney-Bates, President