



July 17, 2024

Mr. Scott Soares
MSEA Uniserv Director
TAAAC
2521 Riva Road
Annapolis, MD 21401

Re: Special Education Stipend “Grievance”

Dear Mr. Soares:

This agreement is a complete settlement and resolution of all claims arising out of the Special Education “grievance” filed on October 23, 2024. The parties agree to the following terms:

1. Article 3, Section Y, *Stipend for Special Educators*, will be renamed, *Special Education Stipend*, and revised to state:

“A Unit I Special Education teacher or related service provider that provides direct instruction or services to students will receive \$2,000 on an annual basis.”

2. For the 2023-2024 school year, the positions listed below will receive the special education stipend. An employee will receive a retroactive payment of the first installment (\$1,000) of the special stipend if they met the eligibility requirements (and remain employed with AACPS) for the payment issued on October 4, 2023. Employees will receive the second installment (\$1,000) if they meet eligibility requirements for the February 21, 2024, distribution and are in an active employee status.
 - a. Program Specialist
 - b. Special Education Resource Teacher
 - c. Birth to Five Resource Teacher*
 - d. Deaf & Hard of Hearing Resource Teacher
 - e. Special Education Programs Resource Teacher
 - f. Vision Resource Teacher*
 - g. Special Education Behavior Specialist
 - h. Special Education Program Specialist
 - i. School Psychologist*
 - j. School Psychologist Specialist*
 - k. School Social Worker*

*Positions will receive special education stipend annually.

3. At the beginning of each school year, the Division of Special Education will review the job duties for a Department Chairperson, Program Specialist, Special Education Resource Teacher, Special Education Programs Resource Teacher, Special Education Behavior Specialist, Special Education Program Specialist to determine eligibility for the special education stipend. The designated duties and responsibilities do not result in an automatic payment of the stipend, however based upon the needs of AACPS in a particular school year, the referenced positions may be selected to instruct or work directly with students and meet the established special education stipend eligibility criteria. AACPS special education staff will notify TAAAC of the decision regarding the designation of duties no later than September 15th annually. If there is an instance an employee in

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of the positions named in this section provides daily direct instruction or services to the student, the employee may discuss why stipend should be given.

4. The following positions are ineligible to receive the special education stipend and will not receive said stipend beginning in the 2024-2025 school year:
 - a. Evaluator: Child Identification
 - b. Pathologist: Speech Language Evaluator Bilingual
 - c. Pathologist: Speech Language Child Identification Evaluator
 - d. Special Educator: Bilingual Student Assessment
 - e. Special Educator: Diagnostic Prescriptive Student Assessment
 - f. Teacher Specialist: Special Education Secondary Transition
5. IEP Facilitators are ineligible to receive the special education stipend.
6. The Board maintains its position that the special education stipend "grievance" filing is invalid and this agreement does not constitute a waiver of established procedures in Article 19, *Grievance Procedures*. The "grievants" voluntarily accept the terms of this agreement in its entirety and upon execution of this agreement, hereby withdraw the "grievance" and waive any future claim regarding this matter.
7. With the resolution of this issue, TAAAC waives any claims from other similarly situated Unit I employees regarding their eligibility to receive the special education stipend during the 2023-2024 school year.
8. The terms of this agreement are confidential and do not establish any practice or precedent.

For the Board:

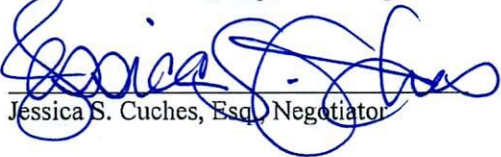
For TAAAC:



Melisa D. Rawles, Esq., Chief Negotiator



Scott Soares, Chief Negotiator



Jessica S. Cuches, Esq., Negotiator



Nicole Disney-Bates, President

cc: Matthew Stanski, Chief Financial Officer
Michele Batten, Assistant Superintendent, Curriculum and Instruction
Mary Tillar, Assistant Superintendent: Special Instruction & Early Intervention
Matthew Scofield, Payroll Manager