

**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, regarding a four-day work week schedule effective June 26, 2024, through August 6, 2024. AACPS is committed to accommodating the needs of its employees. Managers and supervisors will make every effort to work with employees to accommodate their scheduling needs and hardship situations. The following modifications will be made to the Negotiated Agreement during the aforementioned time period:

ARTICLE 11 – WORK TIME AND WORKLOAD

Employees will schedule their regular weekly hours within four (4) days each week. Schedules will be determined by employees ensuring building coverage and business needs are met as determined by the employee's supervisor. Conflicts in employees' choice in scheduling will be determined by seniority within their work site.

ARTICLE 5 – SICK LEAVE

Employees who work extended hours shall have the equivalent of 1.25 days deducted from their sick leave balance for every day an employee takes of leave to accommodate the increased hours of work during this time.

Employees who work their regular hours during the week shall have the equivalent of one (1) day deducted from their sick leave balance for every one (1) day of leave an employee takes.


ARTICLE 8 – OTHER LEAVES

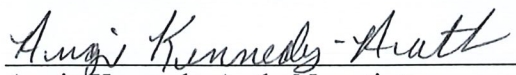
Employees who work extended hours shall have the equivalent of 1.25 days deducted from their annual leave balance for every day an employee takes of leave to accommodate the increased hours of work during this time.

Employees may work their regular hours during the week if they take one (1) day of annual leave each week with the approval of their supervisors.

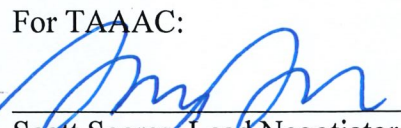
The terms and conditions of this memorandum were agreed to by the undersigned representatives of the parties on March 14, 2024.

For the Board:


Melisa D. Rawles, Esq., Chief Negotiator


Angie Kennedy Auth, Negotiator

For TAAAC:


Scott Soares, Lead Negotiator


Nicole Disney Bates, Negotiator