

**ADDENDUM TO THE**

**MEMORANDUM OF UNDERSTANDING**

between the  
**BOARD OF EDUCATION OF FREDERICK COUNTY (BOARD)**  
and  
**FREDERICK COUNTY PUBLIC SCHOOLS (FCPS)**  
and  
**FREDERICK COUNTY TEACHERS ASSOCIATION (FCTA)**

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*Continuity of Learning During the State and National Emergency  
Associated with Coronavirus/COVID-19*

On April 20, 2020, the Board of Education of Frederick County (Board), Frederick County Public Schools (FCPS), and the Frederick County Teachers Association (FCTA), entered into a Memorandum of Understanding (MOU) regarding the state and national emergency associated with Coronavirus/COVID-19 and the continuity of learning.

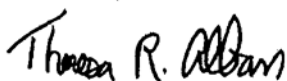
The parties wish to amend Section 7 of the MOU by deleting the language and replacing it with the following:

7. Teacher Evaluations

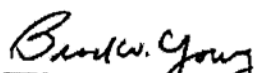
- a. Tenured teachers whose evaluation is only Student Learning Growth or Domain 5 in the 2019-2020 school year will automatically default to a “N/A” or “Effective” rating based on the waiver issued by the Maryland State Board of Education on April 28, 2020. Evaluators will access the Evaluation form in PeopleSoft, select “E” or “N/A” and submit the form for teacher signature without entering any comments. Additionally, a meeting between the evaluator and teacher does not need to occur.
- b. Teachers who are identified as having a full evaluation in the 2019-2020 school year and have had at least two observations prior to March 13, 2020, will participate in a virtual evaluation conference with an administrator. The evaluation will be based on the observations with the exception of Student Learning Growth, which will be marked as “Effective” or “N/A” based on the waiver issued by the Maryland State Board of Education on April 28, 2020.
- c. If other certificated employees are not in a full evaluation cycle for the 2019-2020 school year, the staff member will not be evaluated. No conference should be held, and no evaluation form will be completed.
- d. Professional Development Plans (PDP) will not be addressed.
- e. Any teacher scheduled for a full evaluation who did not receive the required number of observations prior to March 13, 2020 will not be evaluated. No conference should be held, and no evaluation form will be completed.

- f. The proposed changes in the Teacher Evaluation Process for the 2019-2020 school year will not change a teacher's evaluation cycle. The intent of this process is for teachers to remain in their current evaluation cycle.

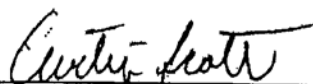
By their signatures below, the parties agree to this Addendum dated May 11, 2020. All other terms and conditions of the MOU dated April 20, 2020, shall remain in full force and effect and equally applied to this Addendum.



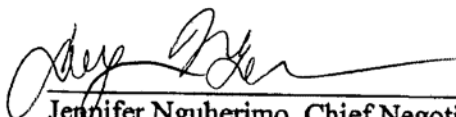
Dr. Theresa R. Alban, Superintendent  
Frederick County Public Schools



Brad Young, President  
Board of Education of Frederick County



Curtis Scott, Chief Negotiator  
Board of Education of Frederick County



Jennifer Nguherimo, Chief Negotiator  
Frederick County Teachers Association



Melissa Dirks, President  
Frederick County Teachers Association