

MEMORANDUM OF UNDERSTANDING
between the
BOARD OF EDUCATION OF FREDERICK COUNTY (BOARD)
and
FREDERICK COUNTY TEACHERS ASSOCIATION (FCTA)

Rate of Pay for Substitute Teacher Coverage

This Memorandum of Understanding (hereinafter known as "MOU") is entered into during FY 2022 between the Board of Education of Frederick County (hereinafter known as "Board") and the Frederick County Teachers Association (hereinafter known as "FCTA") in an effort to provide substitute coverage for the Frederick County Public Schools (hereinafter known as "FCPS"). The Board and FCTA (hereinafter collectively known as "Parties") have agreed as follows:


Except when a substitute cannot be secured or support personnel are not available, teachers shall not be required to serve as a substitute teacher during their planning period. Teachers will be compensated at their respective per diem rate for each period served as a substitute. Teacher usage shall be only as a matter of last resort.

In the event a school counselor, teacher specialist, or other FCTA bargaining unit member who is assigned to the building and serves as a substitute, he/she will be paid his/her per diem rate of pay for each period served as a substitute teacher.


Any FCTA bargaining unit member who is assigned to a Central Office location and volunteers to serve as a substitute teacher as a supportive measure through an administrative deployment plan, as opposed to being assigned as a matter of last resort, shall not be eligible for the aforementioned additional compensation.

The undersigned acknowledge that this agreement has been reached as a result of good faith negotiations between the authorized representatives of the Parties. Further, the Parties understand that the change in pay, as indicated above, is temporary and shall revert to workshop pay immediately following the expiration of this MOU.


Dated this 8 day of December, 2021, and effective December 16, 2021, through June 30, 2022.



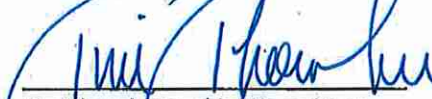
Dr. Theresa R. Alban, Superintendent
Frederick County Public Schools




Jay Mason, President
Board of Education of Frederick County



Missy Dirks, President
FCTA



Tim Thornburg, Chief Negotiator
Board of Education of Frederick County



Jen Nguherimo, UnIServ Director
FCTA