

**MEMORANDUM OF UNDERSTANDING**

between

the BOARD OF EDUCATION OF FREDERICK COUNTY (BOARD)

and

the FREDERICK COUNTY TEACHERS ASSOCIATION (FCTA),

the FREDERICK ASSOCIATION OF SCHOOL SUPPORT EMPLOYEES (FASSE), and

the FREDERICK COUNTY ADMINISTRATIVE AND SUPERVISORY ASSOCIATION (FCASA)

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This Memorandum of Understanding (hereinafter known as “MOU”) is made and entered into by and between the Board of Education of Frederick County (hereinafter known as “Board”) and the Frederick County Teachers Association (hereinafter known as “FCTA”), the Frederick Association of School Support Employees (hereinafter known as “FASSE”), and the Frederick County Administrative and Supervisory Association (hereinafter known as “FCASA”) (FCTA, FASSE, and FCASA collectively hereinafter known as “the Associations”) in an effort to provide a retention incentive to employees of the Frederick County Public Schools (hereinafter known as “FCPS”).

**WHEREAS**, the Board and the Associations are parties to collective bargaining agreements (“CBAs”); and

**WHEREAS**, the Board and the Associations desire to work cooperatively to address unique and emergent issues that may not be specifically addressed in the current CBAs.

**NOW, THEREFORE**, for and in consideration of the mutual covenants and agreements contained herein, the Board, FCTA, FASSE, and FCASA (hereinafter collectively known as “Parties”) agree as follows:

**RETENTION INCENTIVE**

An employee hired on or before February 1, 2022, will receive a one-time \$1,300.00 retention incentive for work as an active employee through the last day of school of the 2021-2022 school year. The retention incentive will be paid on June 30, 2022.

For equity purposes across the FASSE bargaining unit, the following stipulations shall apply regarding receipt of the \$1,300.00 retention incentive:

- A FASSE bargaining unit member who will or has received the \$1,500.00 signing incentive during this fiscal year shall not be eligible for this retention incentive.
- A FASSE bargaining unit member who will or has received any other signing or retention incentive during this fiscal year shall receive the difference between that amount and this retention incentive.

The undersigned Parties acknowledge that this MOU represents good faith negotiations between the authorized representatives of the Parties. Any part of the current *Negotiated Agreement* which was not expressly addressed in the MOU shall remain unchanged and in full force and effect, unless negotiated otherwise or contrary to law. Further, the Parties agree that the provisions, as detailed within, are temporary and shall cease immediately following the expiration of this MOU.

Dated this 10<sup>th</sup> day of February 2022, and effective through June 30, 2022.



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Missy Dirks, President  
Frederick County Teachers Association



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Brad Young, President  
Board of Education of Frederick County



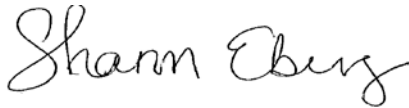
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Jen Nguherimo, UniServ Director  
Frederick County Teachers Association



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Dr. Michael D. Markoe, Interim Superintendent  
Frederick County Public Schools



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Sharon Eburg, President  
Frederick Association of School Support Employees



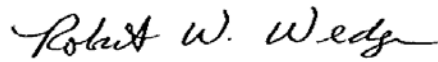
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Tim Thornburg, Chief Negotiator  
Board of Education of Frederick County



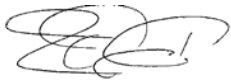
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Elaine Crawford, UniServ Director  
Frederick Association of School Support Employees



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Robert Wedge, Chief Negotiator  
Board of Education of Frederick County



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Dr. Danny Rumpf, President  
Frederick County Administrative and Supervisory  
Association



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Dan Besseck, UniServ Director  
Frederick County Administrative and Supervisory  
Association