

ADDENDUM to the NEGOTIATED AGREEMENT
between
the BOARD OF EDUCATION OF FREDERICK COUNTY
and
the FREDERICK COUNTY TEACHERS ASSOCIATION

Retire/Rehire Teachers

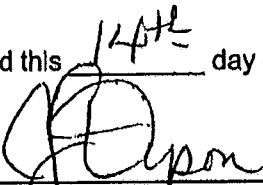
This Addendum to the *Negotiated Agreement* (hereinafter referred to as "Addendum") is entered into during FY 2023 between the Board of Education of Frederick County (hereinafter referred to as "the Board") and the Frederick County Teachers Association (hereinafter referred to as "FCTA") in an effort to address teacher shortage within the Frederick County Public Schools (hereinafter referred to as "FCPS"). The Board and FCTA (hereinafter collectively referred to as "the Parties") have agreed as follows:

For FY 2023, all new, reinstated, and current teachers shall be placed on the proper step of the salary schedule according to their certification status, experience, and education.

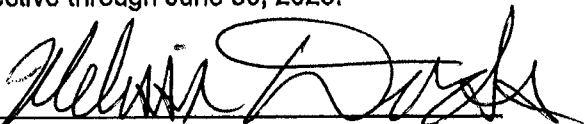
Further, the Parties understand that the pended Step 10 experience cap for retire/rehire teachers is temporary and shall be reinstated immediately following the expiration of this addendum.

The undersigned acknowledge that agreement has been reached as a result of good faith negotiations between the authorized representatives of the Parties. Any language which was not expressly addressed by the aforesaid shall remain unchanged and in full force and effect unless negotiated otherwise or contrary to law.


Dated this 14th day of September, 2022, and effective through June 30, 2023.



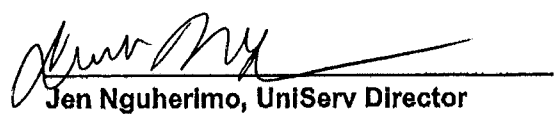
Dr. Cheryl L. Dyson, Superintendent
Frederick County Public Schools



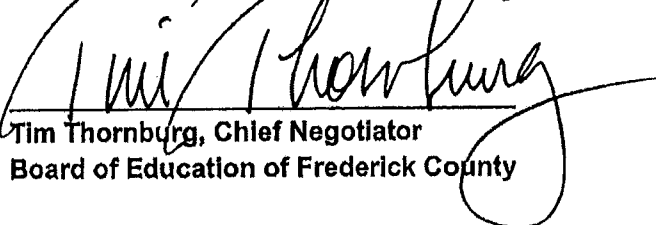
Missy Dirks, President
Frederick County Teachers Association



Brad Young, President
Board of Education of Frederick County



Jen Nguherimo, UniServ Director
Frederick County Teachers Association



Tim Thornburg, Chief Negotiator
Board of Education of Frederick County