

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

Pay Rate for Substitute Teacher Coverage

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 provide substitute coverage for 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:

Article VII, Limitation of Duties

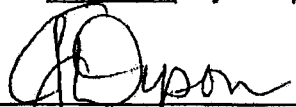
J. Except when a substitute cannot be secured or support personnel are not available, teachers shall not be required to serve as a substitute teacher during their planning period. Teachers will be compensated at their respective per diem rate for each period served as a substitute. Teacher usage shall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

When directed by an administrator, teachers shall be compensated at their respective per diem rate for each hour in which they absorb students not regularly assigned to them due to a lack of class coverage.

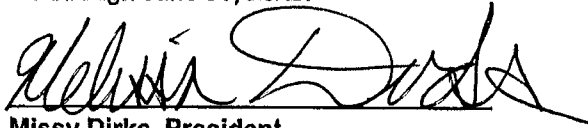
When directed by an administrator, teachers shall be compensated at their respective per diem rate for each hour in which they assist with teaching-related duties, including grading and planning, for an absent teacher or unfilled teaching position.

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. Further, the Parties understand that the change in pay is temporary and shall revert to workshop pay per period immediately following the expiration of this Addendum.

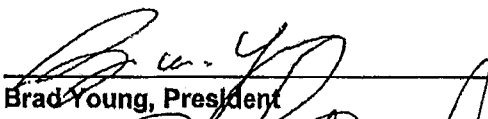
Dated this 14th day of September, 2022, and effective through June 30, 2023.



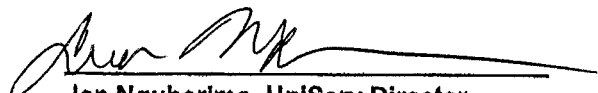
Dr. Cheryl L. Dyson, Superintendent
Frederick County Public Schools



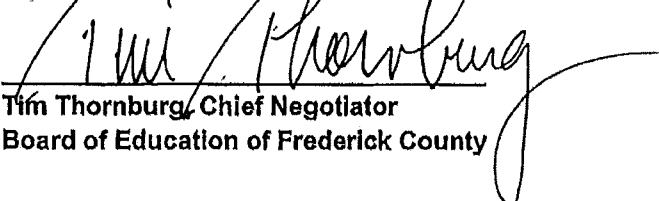
Missy Dirks, President
Frederick County Teachers Association



Brad Young, President
Board of Education of Frederick County



Jen Nguherlmo, UniServ Director
Frederick County Teachers Association



Tim Thornburg, Chief Negotiator
Board of Education of Frederick County