

MEMORANDUM OF UNDERSTANDING

Additional Work-Related Experience Credit Opportunities

This Memorandum of Understanding (hereinafter known as "MOU") establishes the terms of agreement reached between the Board of Education of Frederick County (hereinafter known as the "Board") and the Frederick County Teachers Association (hereinafter known as the "FCTA") in an effort to include additional work-related experience credit opportunities in current Collective Bargaining Agreement (hereinafter known as "CBA") language relative to salary schedule placement. Together, the Board and the FCTA shall hereinafter be known as the "parties."

WHEREAS, the Board and the FCTA are parties to a CBA; and

WHEREAS, the Board and the FCTA desire to work cooperatively to address unique and emergent issues which may not be specifically addressed in the current CBA; and

WHEREAS, the Board and the FCTA negotiated the current work-related experience credit language found in Article VI, Section B(1) of the current CBA during the 2023-2024 School Year; and

WHEREAS, the Board and the FCTA recognize that additional experience credit language is necessary to codify current salary schedule placement practice; and

WHEREAS, the Board and the FCTA knowingly and willfully enter into this MOU to establish the terms and conditions associated with the subject at hand;

NOW, THEREFORE, for and in consideration of the mutual covenants and agreements contained herein, the Board and the FCTA agree as follows:

Full credit for any long-term substitute experience (only with the Frederick County Public Schools) shall be provided to a newly hired bargaining unit member in the form of equivalent experience. Equivalent experience shall mean having served in a long-term substitute assignment for one-half (.5) year or more. Credit shall be granted as a full-year of equivalent credit when the assignment was continuous in the same classroom and school program.

Additional work-related experience credit in half-credit and quarter-credit increments shall be granted as follows:

Half-Credit Increment

- *Same or similar content, topic, or work subject matter as the vacancy for which the individual is recommended (e.g., biologist to biology teacher, HVAC technician to HVAC PTE teacher).*
- *Teaching or supervisor in non-accredited schools/programs/daycares (BA required).*
- *College teaching experience [full-time, not adjunct, maximum of two (2) years].*

Quarter-Credit Increments

- *Teacher Academy of Maryland (TAM) graduate.*

NOTE:

All Experience

- *Experience must be three (3)-months in length (.25) minimally to be considered.*
- *Experiences which occurred in the same calendar year and have already been credited within the salary calculation shall not be counted twice (i.e., no "double dipping").*
- *No coaching experience shall be considered.*
- *No babysitting or nanny experience shall be considered.*

ACKNOWLEDGEMENTS

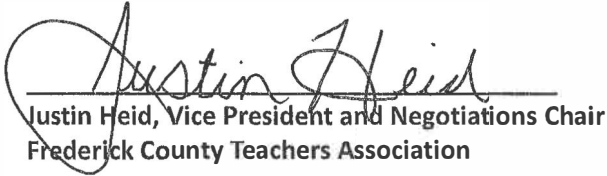
The undersigned acknowledge that agreement regarding this MOU was the result of good faith negotiations by and between the authorized representatives associated with the CBA. The parties—both individually and collectively—attest that this document represents the entirety of issues which were the subject of bargaining regarding this topic. Any language in the CBA which was not expressly addressed by this MOU shall remain unchanged and in full force and effect, unless negotiated otherwise or contrary to law.

IN WITNESS WHEREOF, the parties have caused this MOU to be executed by their authorized representatives on this 21st day of November 2024.

FOR THE FCTA:



Missy Dirks, President
Frederick County Teachers Association

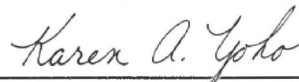


Justin Heid, Vice President and Negotiations Chair
Frederick County Teachers Association



Andrew Macluskie, Chief Negotiator
Frederick County Teachers Association

FOR THE BOARD:



Karen Yoho, President
Board of Education of Frederick County



Dr. Cheryl L. Dyson, Superintendent of Schools
Board of Education of Frederick County



Tim Thornburg, Chief Negotiator
Board of Education of Frederick County