

**MCEA Supplement to
MEMORANDUM OF UNDERSTANDING**

Between Montgomery County Public Schools
And Montgomery County Education Association (MCEA); Service Employees International
Union, Local 500 (SEIU Local 500); Montgomery County Association of Administrators and
Principals (MCAAP/MCBOA)

Regarding: **Jointly Negotiated Compensation** For the 2021-2022 School Year

This supplement to the Joint Compensation MOU applies only to MCEA unit members who are employed by MCPS as substitute teachers or Home and Hospital teachers and who do not qualify for the agreed upon retention and/or recruitment incentive in any other capacity. Substitute and HHT hours may be combined during a semester but may not receive separate incentive payments.


Terms:

Recruitment and Retention Incentives

Contingent upon authorization by the federal government and the Maryland State Department of Education, and as part of the MCPS ESSER 3 COVID Grant process, the above described bargaining unit members will receive retention or recruitment incentives as follows:

- a) Upon approval and authorization by MSDE, and allowing for necessary processing time, substitute teachers who work as substitutes at least 3.5 hours per day for 60 days or more in the first and/or the second semester of the 2021-22 school year, will receive a retention or recruitment incentive payment of \$500 to be paid following the end of the semester. Such teachers who work 30 days or more in the first and/or second semester will receive a retention or recruitment incentive payment of \$250 to be paid following the end of each semester. A teacher who receives the \$500 incentive for either semester will not also receive the \$250 incentive for the same semester.
- b) Upon approval and authorization by MSDE, and allowing for necessary processing time, home and hospital teachers who work in HHT assignments for MCPS for 240 hours or more in the first and/or the second semester of the 2021-22 school year, will receive a retention or recruitment incentive payment of \$500 to be paid following the end of the semester. Such teachers who work 120 hours or more in the first and/or second semester will receive a retention or recruitment incentive payment of \$250 to be paid following the end of each semester. A teacher who receives the \$500 incentive for either semester will not also receive the \$250 incentive for the same semester.

For Montgomery County Public Schools:



Monifa B. McKnight
Interim Superintendent of schools

Date: 8.24.2021

For MCEA:



Heather Carroll-Fisher
Executive Director

Date: August 24, 2021