

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 Memorandum of Understanding is made by and between the Montgomery County Public Schools (MCPS) and Montgomery County Education Association (MCEA); Service Employees International Union, Local 500 (SEIU Local 500); Montgomery County Association of Administrators and Principals (MCAAP/MCBOA), referred to collectively as "the Parties," effective August 12, 2021, and is to be considered an Addendum to the Negotiated Agreements for Fiscal Year 2021-2022.

Montgomery County Public Schools and the three employee representative organizations have engaged in joint negotiations over compensation for bargaining unit members for school year 2021-22.

Terms:

1) Cost-of-Living Adjustment:

Basic salary schedules will be increased by 1.5% effective January 29, 2022.

2) Step and Longevity Increases

Bargaining unit members eligible for step or longevity increases at any time during the 2021-22 fiscal year will receive such increase effective March 12, 2022, or the date of actual eligibility, whichever is later.


3) 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, bargaining unit members will receive retention or recruitment incentives as follows:

- a) Upon approval and authorization by MSDE, and allowing for necessary processing time, all bargaining unit employees of record on October 15, 2021, will receive a retention or recruitment incentive payment of \$1,100. Payment will be made in the November 19, 2021, paycheck or the third paycheck following receipt of the funds from MSDE, whichever is later.
- b) If approved and authorized by MSDE, bargaining unit employees hired after October 15, 2021, and before February 1, 2022, will receive the above recruitment incentive prorated at \$110 per month for the number of remaining months in the fiscal calendar they are projected to be employed for 10 or more work days. This incentive payment will be made in the second paycheck in February 2022 for such employees.
- c) In the event it is determined by MSDE that this recruitment and retention incentive is not a legal use of ESSER 3 grant funds the parties will return to

the table to negotiate over an appropriate application of the \$29,271,004 allocated for this purpose.


For Montgomery County Public Schools:



Monifa B. McKnight, Ed.D.
Interim Superintendent of schools

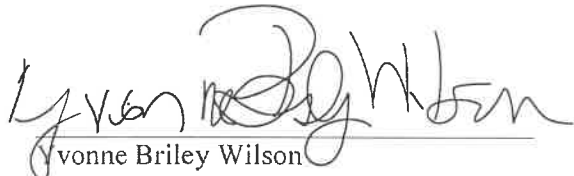
Date: 8.16.2021

For SEIU Local 500:



Pia Morrison
President


Date: September 29, 2021



Yvonne Briley Wilson
Executive Director


Date: 9/28/21

For MCAAP/MCBOA:



Dr. Christine C. Handy
President

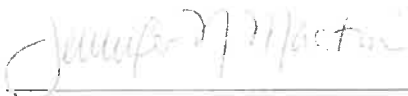
Date: August 27, 2021



Jean Rosen
Executive Director

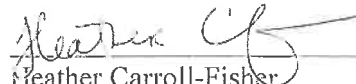
Date: August 27, 2021

For MCEA:



Jennifer Martin
President

Date: August 18, 2021



Heather Carroll-Fisher
Executive Director

Date: August 18, 2021