

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE BOARD OF EDUCATION OF BALTIMORE COUNTY (BOARD)
AND
THE TEACHERS' ASSOCIATION OF BALTIMORE COUNTY (TABCO)

Rates for Class Coverage, Compensatory Services Delivery/Reviews and Virtual Learning
Program After Duty Day Duties (Revised)

Whereas, staffing has become a challenge for schools in the 2021-2022 school year, and

Whereas, the Board of Education of Baltimore County (Board) and the Teachers' Association of Baltimore County (TABCO) (hereinafter jointly referred to as the "Parties") recognize that school administrators need flexibility in addressing and resolving the unique challenges that these shortages may present,

Now therefore, the Parties agree to the following:

A. TABCO Represented Educators Providing Coverage

1. Educators who voluntarily give up or lose any portion of their assigned planning time during their regular work schedule at their assigned locations may provide coverage and be eligible for compensation at the agreed upon flat rate of seventy-five dollars (\$75) per hour. Educators shall be paid for any portion of their planning time that may be used to provide coverage. School nurses shall not be used to provide coverage.
2. Educators whose positions are funded by restricted grants, such as IDEA and Title I, may only receive increased compensation for voluntarily providing coverage related to their current job description.
3. Grant funded educators only may volunteer to provide coverage during their assigned planning time for teachers in similar grant funded positions, considering the planning time may need to occur beyond the school day. All duties related to case management and IEP development and implementation must be completed in accordance with IDEA timelines.
4. The respective grant offices will provide schools with a list of staff funded through the grant. Changes to grant funded positions may only occur if absolutely necessary.

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B. TABCO Represented Educators Performing Compensatory Services Reviews and/or Delivering Compensatory Services

1. TABCO represented educators who are case managers and who review data and/or deliver compensatory education/recovery services after regular duty hours for students with an IEP who were enrolled in BCPS during the 2020-2021 school year and are currently enrolled for the 2021-2022 school year shall be compensated at the flat rate of seventy-five dollars (\$75) per hour.
2. Educators include special educators, related service providers (speech/language providers, occupational therapists, physical therapists, DDH Interpreters), IEP Chairs, department chairs, vision teachers, all providers listed on the IEP for services and supports.
3. Compensation shall be for work performed after normal duty hours.

C. TABCO represented Educators in the Virtual Learning Program (VLP)

1. TABCO represented educators functioning as Transition Facilitators, Content Lead Teachers or Special Education Lead Teachers in the VLP shall be compensated at the flat rate of seventy-five dollars (\$75) per hour for work performed beyond the established regular duty day.
2. Compensation shall be given for work involving the onboarding and the transition support of staff entering the VLP, supporting specific content areas in a leadership capacity, planning, developing, and presenting professional development and communicating with home schools.

D. General Considerations

1. Educators who are regular employees working less than a 1.0 FTE are eligible to receive additional pay for time worked outside of their regular schedule.

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2. The class coverage rates of pay are retroactive to the start of the 2021-2022 school year. TABCO represented employees who volunteered and who substituted/provided coverage in accordance with the above guidance are to be compensated.

3. Long-term substitutes who are working full time may NOT be used for coverage. Long-term substitutes receive compensation for six (6) hours and forty-five (45) minutes daily and cannot exceed this time worked.

4. Long term substitutes who are working less than a full day schedule may volunteer to cover classes outside of their schedule and be paid at the appropriate long-term rate, not a class coverage approved rate. Additionally, long-term substitutes cannot volunteer to give up their thirty (30) minute unpaid lunch to cover classes.

This Memorandum of Understanding expires on June 30, 2022.