

**MEMORANDUM
OF UNDERSTANDING**
between the
BALTIMORE COUNTY BOARD OF EDUCATION
and the
TEACHERS ASSOCIATION OF BALTIMORE COUNTY (TABCO)

The Board of Education of Baltimore County ("Board") and the Teachers Association of Baltimore County ("TABCO") (hereinafter jointly referred to as "Parties") hereby enter in this Memorandum of Understanding ("MOU") which serves as a supplement to the Parties' 2024-2027 Master Agreement (MA).

WHEREAS the Parties understand that their primary mission is the education of the county's students, and

WHEREAS the Parties agree that, where applicable, all terms of the MA between the Board and the Association remain in full force, and

WHEREAS the Parties, desire to work cooperatively to address potential emergent issues that may arise, and

WHEREAS the Parties are required to reduce to writing matters regarding the wages, hours, and working conditions of public-school employees, and

NOW THEREFORE, intending to be legally bound hereby, the parties agree as follows:

Educators participating in Elementary Instructional Leadership Teams (ILTs) shall be paid at the hourly writer's workshop rate as outlined in Article 16 of the MA for up to five (5) hours per calendar month. The hourly rate effective September 2, 2025, through September 19, 2025, is fifty-four dollars and seventy-three cents (\$54.73). The hourly rate effective September 20, 2025, through June 30, 2026, is fifty-five dollars and twenty-eight cents (\$55.28).

The hours must be worked outside of the educator's normal duty day and must be approved by the supervisor/principal.

This MOU will be effective September 2, 2025, through June 30, 2026.

TABCO: Ben Forstenzer
Printed Name
Ben Forstenzer (Sep 9, 2025 13:06:56 EDT) Sep 9, 2025
Signature Date

BOARD: Joelle S. Bielski
Printed Name
Joelle S. Bielski (Sep 9, 2025 13:26:54 EDT) Sep 9, 2025
Signature Date