

**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

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

Secondary Library Media Specialists (LMS), who are assigned classes, will continue to exclusively be evaluated using LMS evaluation tools and will not be required to complete Student Learning Outcomes (SLOs).

Where a secondary LMS is assigned a class or classes, the principal and the LMS will work collaboratively to identify the space in which they will teach.

Planning time, as outlined in Article 10.13.3 in the TABCO MA, will be provided during the duty day.

Secondary LMS will not be assigned duties during the duty day.

Secondary LMS will be provided one (1) Other Board Business Day per quarter for self-directed library program administration.

Administrators will work collaboratively with the LMS to ensure that mandatory programs are implemented.

The Parties agree that this MOU will be effective from September 21, 2026, through June 17, 2027.