

Letter of Intent between the Charles County Board of Education

And the Education Association of Charles County

February 23, 2023



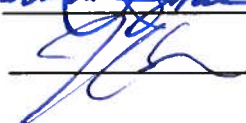
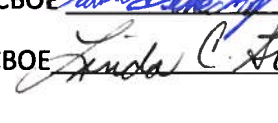
The Charles County Board of Education (CCBOE) and the Education Association of Charles County (EACC) have mutually agreed on the following provisions and are documenting them as an act of good faith and subject to budgetary allocations. This letter of intent will be a companion document to the tentative agreement.

- Subject to funding all special education positions will be ten and a half (10.5) months or two hundred (200) work days beginning July 1, 2023. Current employees will be able to take advantage of a one-time opt-out of the 10.5-month contract. These additional days will be split evenly between the end of the work year and the beginning of the school year to address the demands of the position.
- Subject to funding all positions in the Infants and Toddlers Program will be twelve (12) month teacher positions effective July 1, 2023. These positions will be two hundred and twenty-seven (227) workday positions. This change is necessitated by the nature of the work of the Infant and Toddler program.
- In order to meet the unique needs of conditional/new teachers a New Teacher Academy will be implemented in the summer of FY24. The purpose of this academy will be to support educators new to teaching. Based on funding, this time will be compensated at the same daily rate as educators are paid for New Teacher Orientation (275.00 a day). Training will be provided on topics such as classroom management, interventions, professional responsibilities, training necessary for new special educators, the negotiated agreement, CPI, de-escalation, etc. EACC representation will be included in the planning of training sessions.

Furthermore, both parties have shared intentions to move forward on the following topics that are not impacted by budgetary allocations.

- Although the continuation of the Flexible Work Options Pilot is subject to the Superintendent's decision, the EACC will be included to the extent possible in any discussion if changes are made.
- The calendar committee will be advised to take into consideration semester classes and the timing of educator work time to allow for the completion of grades and the preparation for the start of a new semester with students.

Executed fully upon the ratification of the contract and the final approval of the CCBOE budget.

	2/23/23	CCBOE		Dawn Pipkin	EACC
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