

**Memorandum of Understanding Between the Charles County Board of Education
and the Education Association of Charles County**

February 23, 2023

This Memorandum of Understanding between the Charles County Public Schools (CCBOE) and the Education Association of Charles County (EACC) will be in effect for the duration of the new contract, which will begin July 1, 2023, and extend through June 30, 2025, subject to securing the necessary funding each year of the agreement. Both parties agree to implement the following provisions for inclusion in the contract in the future based on recommendations of the Joint Study Committees and ratification and approval of both parties.

CCBOE and EACC are committed to creating Blueprint workgroups to include appointed representatives from the following groups:

- EACC President
- School Administrators
- Educators
- UniServ Director

Workgroups will also include and be led by members of the following offices:

- School Administration and Leadership (to include select school administrators)
- Teaching and Learning
- Human Resources

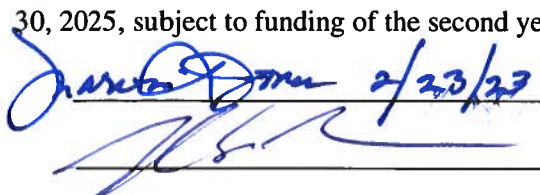
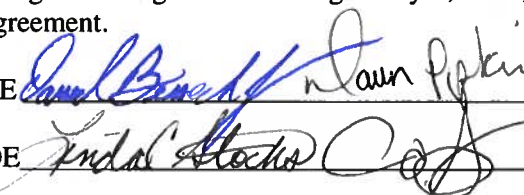

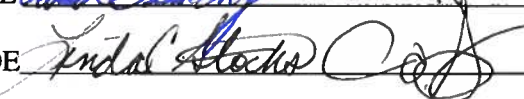
Work Groups will be specifically charged to address the required components of the Blueprint law as it relates to the evaluation of teachers and administrators and the Career Ladder. The timeline for this committee's work will coincide with the dates established by the Maryland Blueprint law. All recommendations of the Work Group will be forwarded to the respective negotiations' teams for consideration and inclusion in the contract.

- CCPS may require up to two trainings for their certificated staff based on school system needs. Unit members will be notified of all required trainings no later than March 1 for the 23-24 school year (for SY 22-23 notification will be received no later than March 30, 2023). In order to encourage trainings are completed before the start of the workyear, required training courses attended on days that are not normal workdays for employee will be compensated at their per diem rate. Trainings may also be offered during a normal workday for no additional compensation or after a normal workday at the pre-established training stipend. Staff members may be excused prior to training with permission from the principal and Chief of Schools for unavoidable conflicts. New hires after the training and those staff members who were excused will be provided with options to take such training at alternate times.

This essential training may be required to be completed by the end of the employee's year. These trainings may include sessions on de-escalation strategies, staff response to physical aggression or violent behavior by students, and how to protect the physical safety of both staff and students during acts of aggression or behavioral outbursts. Employees will be surveyed to gather feedback about the viability of the two days and the potential for the expansion of offerings up to four days in the second year of the MOU, pending the agreement of both parties.

- The work of the Extra Pay for Extra Duty Committee (EPED) will be forwarded to both negotiations teams for possible inclusion in the contract at a time agreed to by both parties and upon completion of the ratification process.

To be executed in accordance with the timeline of the Negotiated Agreement to begin July 1, 2023, through June 30, 2025, subject to funding of the second year of the agreement.

	CCBOE		EACC
	CCBOE		EACC