

**MEMORANDUM OF AGREEMENT
BETWEEN
MONTGOMERY COUNTY PUBLIC SCHOOLS
AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 500**

Regarding: SEIU Class Coverage Pay for the 2022-2023 School Year

This Memorandum of Agreement (MOA) is made by and between the Montgomery County Public Schools (MCPS) and the Service Employees International Union, Local 500 (SEIU) (collectively, the "Parties").

Whereas, the Parties entered into an agreement on or about October 21, 2022 addressing the continued impact of the COVID-19 pandemic on MCPS employees and SEIU members; and

Whereas, the Parties agree that clarification and additions to that agreement are warranted.

Accordingly, the Parties agree as follows:

1. **Duration.** This MOA shall be effective as of the date it is fully executed and shall expire on June 16, 2023 or the last day of the 2022-2023 instructional school year, whichever is later.
2. **Coverage Pay Rate.** Eligible unit members who provide class coverage in accordance with Article 7(F) of the negotiated Agreement during their regular work schedule at their assigned locations shall be eligible for an additional flat rate premium of sixteen dollars (\$16.00) per hour, in addition to the nine-dollar (\$9.00) premium provided for under the negotiated Agreement, resulting in a total premium of twenty-five dollars (\$25.00). All other terms of the negotiated Agreement related to class coverage apply as written and are unchanged by the MOA.
3. **Retroactivity.** The coverage pay rate is retroactive to November 7, 2022. Retroactive payment will be based on time already reported and paid in accordance with Article 7(F) of the negotiated Agreement. Unit members who did not report coverage prior to this MOA will not be permitted to submit for retroactive payment for coverage. Retroactive payments will be included in payroll no later than three (3) pay periods after the execution of this MOA.

IN WITNESS WHEREOF, the Parties hereto have caused their names to be subscribed by their duly authorized officers and representatives as of the dates indicated below.

For Montgomery County Public Schools:



Monifa B. McKnight, Ed.D.
Superintendent of Schools

Date: 3.7.2023

For SEIU:



Pia Morrison
President

Date: Feb 23, 2023