

**MEMORANDUM OF UNDERSTANDING
BETWEEN
MONTGOMERY COUNTY EDUCATION ASSOCIATION,
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 500, AND
MONTGOMERY COUNTY ASSOCIATION OF ADMINISTRATORS AND PRINCIPALS /
MONTGOMERY COUNTY BUSINESS AND OPERATIONS ADMINISTRATORS
AND
BOARD OF EDUCATION OF MONTGOMERY COUNTY**

Regarding: Jointly Negotiated Compensation for Fiscal Year 2023

This Memorandum of Understanding (MOU) is made by and between the Board of Education of Montgomery County (Board), the Montgomery County Education Association (MCEA), the Service Employees International Union, Local 500 (SEIU), and the Montgomery County Association of Administrators and Principals / Montgomery County Business and Operations Administrators (MCAAP/MCBOA) (collectively, the “Parties”). The MOU is effective as of the date of the signatures by the Parties.

WHEREAS, the Parties have engaged in good faith joint negotiations over compensation for bargaining unit members for Fiscal Year 2023;

NOW THEREFORE, the Parties agree as follows:

1. **General Wage Adjustment.** All bargaining unit members shall be entitled to a 3.35 percent increase in base compensation effective on December 17, 2022 (or the first day of the pay period in which December 17, 2022 falls).
2. **Steps and Longevity.** Bargaining unit members eligible for step or longevity increases at any time during Fiscal Year 2023 will receive such increase effective on December 17, 2022 (or the first day of the pay period in which December 17, 2022 falls) or the first day of the pay period in which the members’ first actual date of eligibility falls, whichever is later.
3. **Additional Allocation of Funds.** The Board of Education shall allocate as part of its budget a total of one hundred eighty-nine thousand eight hundred twenty-eight dollars (\$189,828) to MCEA, SEIU, and MCAAP/MCBOA. The amount to be allocated to each Association shall be based on **{INSERT}** and shall be as follows:

	Percentage	Amount
MCEA		
SEIU		
MCAAP/MCBOA		

The funds allocated to each Association shall be expended during Fiscal Year 2023 on wage or compensation-related items or on an item that is subject to reopener in accordance with the relevant

negotiated Agreement and that furthers the Board of Education's vision for the Montgomery County Public Schools (MCPS). Each Association shall meet with MCPS' Department of Labor Relations to discuss its intended use for the funds prior to finalization of the usage plan, which must be completed by April 15, 2022 to permit MCPS sufficient time to incorporate the usage plan in the Board's final recommended budget. Each Association shall provide an accounting to MCPS of how the funds have been actually spent once those funds are exhausted, but by no later than July 15, 2023, and any portion of the funds not spent by June 30, 2023 shall revert to MCPS.

4. **Negotiated Agreement Amendments.** The Board and each party shall enter into an amendment to their respective negotiated Agreement to reflect the general wage adjustment and step and longevity terms described in this MOU.
5. **Subject to Approval.** The terms of this MOU are subject to the authority of the Montgomery County Council in accordance with the applicable article in the respective negotiated Agreements.

THE REMAINDER OF THIS PAGE INTENTIONALLY LEFT BLANK.

