

Ratification 2021:
Proposed Memorandum of Understanding and Joint Table Wage Increase Between SEIU Local 500 and the Board of Education of Montgomery County
April 2021

Highlights

SEIU Local 500 Bilateral Table Highlights

- **Remote work should be the primary option for staff that can perform their duties offsite.** Support staff professionals that are able to perform their work off site may be scheduled to work onsite on a rotating basis.
- Creation of site-based safety committees to include representation from all employee groups to address safety issues at school and non-school based office locations.
- While MCPS remains in a full or partial virtual model and to reduce the spread of covid 19, MCPS may enable remote call forwarding, avoid overlap in use of common spaces, limit parent and community entrance into buildings, create proper signage regarding mask use when entering an MCPS facility; site-based safety committee will meet and discuss best practices.
- MCPS shall maintain a supply of face coverings and replace them when damaged and will provide all visitors without a mask with a disposable face mask. Also, MCPS will train all staff on how to properly use PPE.
- All staff are required to adhere to health and safety guidelines
- Protocols for support staff that have a positive COVID test result to include possible remote work opportunities when available or the use of unusual and imperative leave.
- **Class coverage compensation pay of 11.50/per hour for support staff that are alone in classrooms/learning spaces with students,** even when a teacher or sub is teaching remotely.
- **Retroactive COVID supplemental pay differential of 50% per hour for the hours worked performing public-facing work or work in non-physically distanced work environments covering the periods of October 15, 2020- Feb 28, 2021** for support staff that supported food distribution, Chromebook distribution, student materials distribution or performed work where physical distancing wasn't possible. In order to receive the supplemental pay, members will be required to complete the MCPS COVID Pay Supplemental Pay Request Form by April 23, 2021.

- Contractual reopener of bargaining will occur should additional non-restricted funds become available.
- MCPS will provide COVID-19 updates in E-Paystub notifications.
- MCPS shall address HVAC and building filtration systems and information will be posted to the MCPS COVID 19 portal for review.

From the Joint Table with all three employee unions at MCPS

- **General wage adjustment (increase) of 2%** for all support staff; step and longevity increases for eligible support staff professionals effective May 1, 2021.
- **MCPS employees will not be required to handle used COVID-19 testing/bio-hazard materials** or provide coverage for school health suite or the COVID-19 isolation room, except true emergency situations. Lunch and breaks for health staff are not emergency situations.
- MCPS shall provide staff involved in cleaning/disinfecting required PPE per CDC guidelines and provide training on the use, storage, and disposal. MCPS will provide each classroom and worksite with cleaning supplies for employees to clean handhelds/wearables or other work tools and equipment or surfaces before/after use. Any cleaning product provided meets OSHA/MOSH/CDC standards for use in schools. Time between classes may be utilized for staff to clean desks and other shared classroom equipment. Staff assigned to classrooms should work collaboratively to clean.
- Staff meetings will be held virtually during virtual/partial in-person learning. Staff may have their onsite duty day adjusted by a school's ILT to allow for staff to move off site. Hourly non-exempt employees will be paid at their regular rate of pay for any/all time spent in these staff meetings beyond their normal workday when attendance is requested