

**MCEA / MCPS**  
**COVID/Pandemic Issues Addendum**  
**2022/2023 School Year**

The following additional items are agreed upon as clarifications and additions to the Memorandum of Understanding reached between SEIU Local 500, MCEA, and MCAAP on the issue of COVID-19 leave.

**Class Coverage**

(a) Eligible unit members who lose or voluntarily give up any portion of their individually managed time (Article 17, Section D or F) during their regular work schedule at their assigned locations to provide coverage shall be eligible for compensation at the flat rate of twenty-five dollars (\$25.00) per hour. Unit members shall be paid this amount for any portion of their individually managed planning time that may be used to provide coverage, not to exceed five (5) hours in any work week. This is in addition to the compensation provided for emergency class coverage in Article 17, Section P.4 of the Contract. The required individually managed planning time will not be interchangeable with group managed time when determining eligibility for this compensation.

(b) Staff who volunteer shall be called upon first to provide coverage. If after every effort is made to secure a volunteer, no volunteer is available, the supervisor may assign coverage duties. MCPS shall make every effort to distribute these duties equitably.

(c) The coverage rates of pay are retroactive to November 7, 2022. Retroactive payment will be based on time already reported and paid in accordance with Article 17, Section P.4 of the Contract.

(d) Retro payments will be included in payroll no later than 3 pay periods after the execution of this MOU.

**Missed Duty-Free Lunches:**

It is expected that teachers will receive their required 30-minute duty-free lunch periods at appropriate times as required under the negotiated Agreement and Maryland law.

**Site-based Safety Committees:**

Upon agreement by MCAAP and SEIU Local 500, a joint letter will be sent to Site-based Safety Committees telling them they may discuss items germane to pandemic issues previously discussed in other agreements.

**Sprinkling of Students into Other Classrooms**

The parties agree to enter into separate discussions on the topic of sprinkling of students into other classrooms when no substitute is available. Such discussions will begin as soon as possible following approval 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**

  
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Monifa B. McKnight, Ed.D.      Date 3.2.2023  
Superintendent of Schools

**For Montgomery County Education Association**

  
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Heather Carroll-Fisher      Date 02-23-2023  
Executive Director