MEMORANDUM OF AGREEMENT
BETWEEN
MONTGOMERY COUNTY PUBLIC SCHOOLS
AND
MONTGOMERY COUNTY EDUCATION ASSOCIATION

Regarding: Speech/Language Pandemic Issues Addendum
2022/2023 School Year

This Memorandum of Agreement (MOA) is made by and between the Montgomery County Public Schools (MCPS) and the Montgomery County Education Association (MCEA). The parties, having engaged in good faith negotiation over the impact of COVID-related job vacancies on the workload of some Speech/Language Pathologists during the 2022-23 school year, agree as follows:

1. **Duration.** This MOA shall be effective for the 2022-23 school year, when executed, and shall expire on June 30, 2023.

2. **Vacancy Coverage Incentive**. Speech/Language Pathologists who have been charged with covering department vacancies will be eligible to receive quarterly compensation because of the extra workload and time required based on the following amount of FTE covered:

FTE Vacancy Covered		Quarterly Stipend
0.05		$175
0.1		$350
0.2		$675
0.3 or above		$1,000

   Time worked since August 29, 2022, shall be eligible for this incentive.

3. **ESY Make-Up Session Incentive.** SLP's who are required to work outside their regularly assigned work hours in order to provide make-up sessions for SLP services that were not able to be provided during the 2022 Summer ESY time period will be compensated at their regular hourly rate for documented additional hours worked providing such services. This will be effective with agreement on this MOA.

4. **Excessive Case Load.** SLP's whose caseload is meaningfully above the recommended average caseload for reasons other than #2 or #3 above are encouraged to work with their supervisor to discuss prioritization of tasks.

5. This agreement is intended to deal with the vacancies created due to the COVID pandemic for particularly impacted related services providers, which are identified as speech language pathologists. Should the parties become aware of significant vacancies for other related services during the term of this agreement the parties may enter into discussions to alleviate the issue.

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. Date
Superintendent of Schools 3.2.2023

For Montgomery County Education Association

02-23-2023

Heather Carroll-Fisher Date
Executive Director