

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

Regarding: 2023-2024 School Year Special Education Teacher Incentive

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 negotiations over an internal transfer incentive to support filling Special Education Teacher vacancies for the 2023-2024 school year, agree as follows:

1. **Duration.** This MOA shall be effective on the date all parties have signed the MOA and shall expire on June 13, 2024, or on the last day of school for students, whichever comes later.

2. **Transfer Incentive.**
 - a. **Incentive.** Eligible selected unit members shall receive a five thousand dollar and zero cents (\$5,000.00) lump sum hiring incentive, pro-rated by the total special education FTE the teacher fills. The incentive shall be paid as a stipend in two (2) equal installments on or before November 3, 2023, and March 8, 2024.

 - b. **Eligibility.** All current unit members who are dual-certificated and not currently assigned to teach a special education class are eligible to receive the incentive, provided that they volunteer to fill one of the below designated job titles during the 2023-2024 school year and are assigned to do so by MCPS. The eligible job titles are:

Job Title	Job Code
Teacher, PEP AD	1016
Tchr, Physical Disabilities	1029
Teacher, Special Education AD (includes LFI, Autism, SCB, and Extensions)	1034
Teacher, Sp Ed Resource Rm AD	1046
Teacher, Auditory	1048
Teacher, Adptd Physical Ed	1050
Teacher, Special Ed Resource	1060
Teacher Visually Impaired	1030

- c. **Selection Process.** Dual-certificated unit members interested in transferring from a general education to a special education teaching position may apply during the voluntary transfer process according to the hiring schedule set by OHRD. The deadline for inter-school transfers is July 20, 2023.

- d. Reimbursement. Eligible unit members who receive the incentive who do not complete the 2023-2024 school year in a special education teacher position may be required to reimburse MCPS for a pro-rated portion of the incentive they received.

3. **Referral Incentive.**

- a. Incentive. For any special education teacher newly hired for 2023-24 in the categories listed in 2.b above, there will be available a \$500 referral incentive available for the existing MCEA unit member(s) who referred or encouraged the new teacher to apply to Montgomery County. The incentive shall be paid as a stipend in two (2) equal installments on or before December 15, 2023, and May 17, 2024. If the newly hired special education teacher leaves their assigned position prior to the payment date the incentive payment will not be made.
- b. Eligibility. All current unit members are eligible. The MCPS OHRD representative will ask the new employee at the time of contract signing if any current MCPS eligible employee referred or encouraged them to apply to MCPS. If more than one eligible employee is identified the incentive will be split evenly between the eligible employees.

- 4. **Retention Incentive.** The parties agree to enter into separate discussions on the topic of possible retention incentives for dual-certificated special education teachers. 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:

For Montgomery County Education Association:



Monifa B. McKnight, Ed.D. Date
Superintendent of Schools 3-2-2023



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