

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

Regarding: 2022-2023 School Year Psychologists 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 incentive to address workload conditions related to psychologist services during the 2022-2023 school year, agree as follows:

1. **Duration.** This MOA shall be effective on September 26, 2022 and shall expire on June 30, 2023.
2. **After-Hours Incentive.**
 - a. Psychologists and bilingual assessment specialists who prepare written reports or conduct case assessments after their regular duty hours shall be compensated at the flat rate of forty dollars (\$40) per hour.
 - b. For the purposes of this section, psychologists and bilingual assessment specialists will be paid for the number of hours reflected in the following chart:

Task	Number of Hours	Compensation Per Task
Per written monolingual report completed entirely after hours	3	\$120
Per written bilingual report completed entirely after hours	4	\$160
Per monolingual case assessment completed entirely after hours	10	\$400
Per bilingual case assessment completed entirely after hours	12	\$480

- c. A psychologist or bilingual assessment specialist may receive no more than a total of one hundred (100) hours of after-hours incentive during the 2022-2023 school year, which may be reached by any combination of the above tasks. With the prior written approval of their supervisor, a psychologist or bilingual assessment specialist may exceed the 100-hour limit.
 - d. MCPS will provide psychologists and bilingual assessment specialist with the process for documenting the completion of an eligible task and for submitting for payment for an eligible task prior to September 26, 2022.
 - e. The after-hours incentive will be paid on the following schedule:

Task Completion Date	Lump Sum Payment Date
On or before November 7, 2022	December 16, 2022
Between November 8, 2022 and January 27, 2023	February 24, 2023
Between January 28, 2023 and March 31, 2023	May 19, 2023
April 1, 2023 and the end of the school year	June 30, 2023

3. **Extra School Incentive.**

- a. Psychologists who have been assigned an additional school for the 2022-2023 school year beyond the work load carried during the 2021-2022 school year shall receive a stipend of four thousand dollars and no cents (\$4,000.00). The stipend shall be paid in two equal installments on or before October 21, 2022 and February 24, 2023.
- b. Except as indicated in paragraph 3(c), psychologists who receive the extra school incentive shall not be eligible for the after-hours incentive.
- c. A psychologist eligible to receive the extra school incentive whose assignment load is reduced prior to the start of the second semester will not receive the second installment payment, but will be eligible for up to fifty (50) hours of after-hours incentive pay.

4. **Volunteer Meeting Coverage.** Psychologists who volunteer to cover a meeting when primary, secondary, or tertiary coverage is unavailable shall receive meeting coverage pay at the same rate a teacher receives for classroom coverage. Psychologists in the Social Emotional Special Education Services (SESES) program, the Central Placement Unit (CPU), and in Pre-K/Head Start units will receive the volunteer meeting coverage incentive for meetings voluntarily covered within their respective programs and with the approval of their supervisor.

5. **Recruitment and Retention.** MCPS and MCEA agree to refer the discussion over economic and non-economic recruitment and retention incentives to either an existing work group or to a work group established for this purpose.


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
Superintendent of Schools

Date


Heather Carroll-Fisher
Executive Director

09-30-2022

Date