

**Memorandum of Understanding
between
the Board of Education of Calvert County and the Calvert Education Association**

This Memorandum of Understanding ("MOU") dated December 8, 2022 is hereby entered into by and between the Board of Education of Calvert County hereinafter referred to as the "Board" and the Calvert Education Association hereinafter referred to as "CEA". This MOU supplements the provisions set forth in the negotiated July 1, 2020 – June 30, 2024 *Agreement between the Calvert Education Association and the Board of Education of Calvert County* (the "Agreement"). All other terms and conditions of the Agreement remain in full force and effect for duration of this MOU.

In addition, this MOU is pursuant to the statutory provisions known as the *Blueprint for Maryland's Future*. If the Maryland General Assembly changes the *Blueprint for Maryland's Future* statute pursuant to §6-1009(d), this MOU, will change accordingly. Moreover, if MSDE provides further guidance to the Comprehensive Implementation Plan, this MOU will change accordingly.

- §6-1009(d) - On or before July 1, 2024, each county shall demonstrate to the Accountability and Implementation Board established under §5-402 of this article that, during the period between July 1, 2019, and June 30, 2024, teachers in the county received a 10% salary increase above the negotiated schedule of salary increases between the public school employer and exclusive representative for the employee organization.

The term of the MOU shall commence on July 1, 2023. The parties agree to the following:

1. Salary increases that have counted or will count to satisfy the mandate:
 - FY 20: 1%
 - FY 20: Teacher Salary Incentive Grant: 1.52% (Flat dollar amount to scales 1-5 and 1.25% scales 6-31)
 - FY 23: 1%
 - FY 24: 1%
2. For 2023-2024:
 - 2.75% for pays 1-12
 - 2.75% for pays 13-24
3. The 5.5 % salary increase will not affect the Extra Duty-Extra Pay (EDEP) scales for FY24.
4. The 5.5% salary increase satisfies §6-1009(d).
5. If the Calvert County Board of County Commissioners does not approve sufficient funds for the Board to fully implement this MOU and/or the Agreement in any year of the Agreement's term, the parties shall renegotiate Article 25 of the Agreement and any additional mutually agreed upon articles of the Agreement. Such renegotiations shall commence within ten (10) days after the Board's receipt of the County's approved budget for the upcoming fiscal year. Any resolution reached through renegotiation shall constitute the final Agreement between the parties. In the absence of any agreement in the renegotiation process, the provisions of the Education Article of the Annotated Code of Maryland and any relevant decisions will control any further procedure. In the event that there is a reduction of funds that has caused renegotiations resulting in a reduction of a benefit previously negotiated, and subsequent non-restricted funds are appropriated by the County Commissioners and made available to the Board during the fiscal year affected by such renegotiations, the Board commits to use, to the extent practicable, said identified non-restricted County funds towards the restoration of the negotiated benefits that were previously reduced.
6. This agreement will expire concurrently, to include any future negotiated extensions, with the July 1, 2020 – June 30, 2024 *Agreement between the Calvert Education Association and the Board of Education of Calvert County*. All other terms and conditions of the collective bargaining agreement remain in full force and effect for duration of this memorandum of understanding.

The parties set their hand and seal to this Memorandum of Understanding.

Dona Ostenso
CEA President

Dr. Andraé Townsel
Superintendent of Schools and
Secretary/Treasurer of the Board

Date

Date