

Memorandum of Understanding

Between the Board of Education of Calvert County and
the Calvert Education Association Regarding
an Allocation of Sick Leave for the 2024-2025 School Year

WHEREAS, the Board and the Association have recognized that the allotment of sick leave days was affected by the pandemic during school years 2020-2021 and 2021-2022.

WHEREAS, the Board and the Association, desire to work cooperatively in mutual recognition that our teachers' well-being is a shared goal.

NOW THEREFORE, intending to be legally bound hereby, the parties agree as follows:

1. This MOU does not constitute a permanent modification of the Agreement.
2. This MOU shall not alter any terms of the Agreement.
3. All other terms of the Agreement shall remain in full force and effect for all other purposes.
4. This agreement is not setting precedent or past practice.
5. The Board shall allocate to full time (FTE-1.0) current and active employees who were actively employed by the Calvert County Public Schools for the entire 2020-2021 and 2021-2022 school years, have maintained employment with the Calvert County Public Schools, and were not on a paid or unpaid leave of absence at any time during those school years, unless said absence was caused by pandemic illness, pandemic protocols, or administrative leave, with a one-time allocation of five (5) days of sick leave.
6. The Board shall allocate to part time (FTE-<1.0) current and active employees who were actively employed by the Calvert County Public Schools for the entire 2020-2021 and 2021-2022 school years, have maintained employment with the Calvert County Public Schools and were not on a paid or unpaid leave of absence at any time during those school years, unless said absence was caused by pandemic illness, pandemic protocols, or administrative leave, with a one-time allocation of five (5) days of sick leave.
7. The one time allocation of sick leave will be provided on the July 30th pay for 12-month employees and the August 15th pay for all other employees that are current and active employees of the 2024-2025 school year pursuant to their eligibility indicated in numbers 5 and 6 of this MOU.
8. Duration: the MOU is effective July 1, 2024 and sunsets on June 30, 2025.

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



Dona Ostenson
CEA President

6/26/24
Date



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

7/1/24
Date