

**MEMORANDUM
OF UNDERSTANDING
BETWEEN
THE BALTIMORE COUNTY BOARD OF EDUCATION
AND the
EDUCATION SUPPORT PROFESSIONALS OF
BALTIMORE COUNTY (ESPBC)**

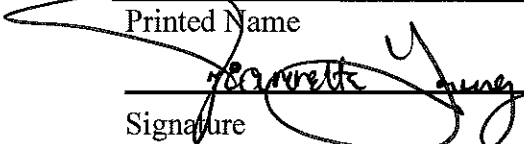
WHEREAS staffing has become a challenge for schools in the 2021-2022 school year, and

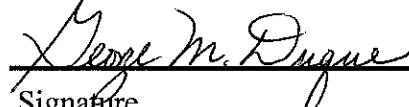
WHEREAS the Baltimore County Public Schools (BCPS), the Education Support Professionals of Baltimore County (ESPBC) (hereinafter jointly referred to as the "Parties") recognize that school administrators need flexibility in addressing and resolving the unique challenges these staffing shortages may present,

Now therefore, the Parties agree to the following:

- A. ESPBC qualified bargaining unit members may be used to provide compensatory education/recovery services for eligible students with an IEP who were enrolled in BCPS during the 2020-2021 school year and who are currently enrolled in the 2021-2022 school year.
- B. Qualified ESPBC bargaining unit members who are utilized to work directly with students to provide compensatory services outside their regular duty hours shall be compensated at their hourly rate plus an additional twenty dollars (\$20) per hour.
- C. Those qualified ESPBC bargaining unit members who provide compensatory services directly to students outside their normal duty hours also shall be compensated for one (1) hour per week of preparation time.
- D. Compensation shall be solely for compensatory services work performed outside of normal duty hours during the 2021-2022 school year.

This Memorandum of Understanding expires on June 30, 2022.

ESPBC: Jeannette Young
Printed Name

Signature 5/5/2022
Date

BOARD: George M. Duque
Printed Name

Signature 5/5/2022
Date