

Agreement

This agreement is entered into by and between the Montgomery County Board of Education and the Montgomery County Association of Administrators and Principals.

The applicable provisions of the Annotated Code of Maryland governing collective bargaining in Maryland public school systems, and the terms of the existing collective bargaining agreement provide that:

“If the Montgomery County Council, in the exercise of its fiscal authority under the law, reduces the budget recommendations of the Board of Education and such actions makes it necessary for the Board to reduce one or more items that have been negotiated, such items and all other negotiated items that are dependent upon budget funding shall be subject to renegotiation.”

Therefore, in light of the Montgomery County Council’s recent action on the Fiscal Year (FY) 2012 Operating Budget, the parties have entered negotiations and have reached agreement on the following modifications to the 2011–2014 collective bargaining agreement.

1. **Salaries**—The salary schedules in effect for FY 2011 shall remain in effect for FY 2012. Step increases and new or additional longevity supplements will not be implemented during FY 2012.
2. **Thanksgiving Holiday**—Effective beginning in FY 2012, all unit members will be allowed to leave work two (2) hours early on the Wednesday before the Thanksgiving holiday without charge to leave or be credited two (2) hours of personal leave if the nature of their job responsibilities is such that it is not practical to allow the employee to leave early on the Wednesday before the Thanksgiving holiday.
3. **Health Care Cost Containment**—The parties agree to continue to work together with the other two employee organizations through the Joint Work Group on Health Care Cost Containment to develop recommendations to reduce overall health insurance plan costs. Any recommended changes will be the subject of future negotiations.
4. **Tuition Reimbursement**—The parties agree to establish a Joint Work Group on Tuition Reimbursement, together with the other two employee organizations, during the FY 2012 school year to monitor and analyze tuition reimbursement usage. Any recommended changes will be the subject of future negotiations.
5. **Travel Funds**—The parties agree to suspend travel funds as provided in Article 12 for FY 2012.
6. **Reopener**—Section C of Article 27 (Duration) is replaced with the following:

C. Reopened Negotiations—The parties shall reopen negotiations during FY 2012 for FY 2013 and FY 2014 on the following:

1. Economic provisions originally negotiated for FY 2010 and not implemented as a result of renegotiations
2. Other economic provisions of the Agreement, including:
 - a. salary compensation
 - b. all elements of the health insurance benefit plans
 - c. implementation dates for delayed salary steps and delayed longevity compensation
 - d. tuition reimbursement programs
3. During FY 2012, either party may reopen up to two Articles of this Agreement for negotiations.

7. **Other Terms and Conditions**—All other terms and conditions of the current collective bargaining agreement shall remain in full force and effect.

The above represents the full and complete agreement between the bargaining teams over changes to the current 2011–2014 collective bargaining agreement.

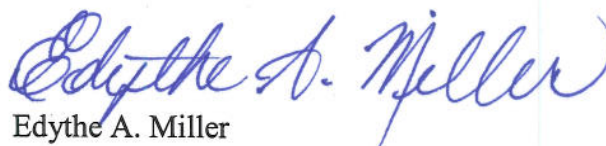
IN WITNESS THEREOF:

For the Board:



Larry A. Bowers
Chief Operating Officer

For the Association (MCCAP/MCBOA):



Edythe A. Miller
Executive Director

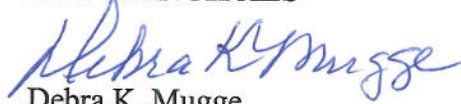
IN WITNESS WHEREOF, the parties have hereunto set their hands and seals this 7th day of July, 2011.

**MONTGOMERY COUNTY
BOARD OF EDUCATION**



Christopher S. Barclay
President

**MONTGOMERY COUNTY
ASSOCIATION OF ADMINISTRATORS
AND PRINCIPALS**



Debra K. Mugge
President

MONTGOMERY COUNTY PUBLIC SCHOOLS



Joshua P. Starr, Ed.D.
Superintendent of Schools