

Supplement to the Agreement Between
Montgomery County Association of Administrative and Supervisory Personnel and
Board of Education of Montgomery County, Rockville, Maryland
for July 1, 2009, through June 30, 2014

The following amendments to the 2008-2010 negotiated Agreement have been recommended. Deletions are indicated by ~~strike-out~~ and additions are indicated by underlining.

Article 1, COLLABORATION

Section C, Collaboration Projects, New Subsection 11:

11. Participation in Collaborative Committees

The parties are committed to working collaboratively with representatives of the other employee organizations on the Associations/Deputy Superintendent/Chief Operating Officer Collaboration Committee and with the other employee organizations and others on the Budget Review Committee.

Article 13, PRODUCTIVE AND PROFESSIONAL WORKFORCE

Section B, Leadership Development, Subsection 4.c:

This subsection is suspended and will not be implemented for the 2009-2010 school year.

Article 15, SALARIES & COMPENSATION

Section B, Salary Schedules, Subsection 3:

The salary schedule for 2009-2010, including COLA, additional steps, and compaction, will not be implemented. Instead, the salary schedule for 2008-2009 will continue in effect, with unit members receiving normal incremental increases.

Section C, Supplements, Subsection 2, Doctoral Supplement:

The increase from \$1,000 to \$2,000 will not be implemented for the 2009-2010 school year.

Section D, Stipends, Subsection b, Overnight Responsibilities:

This subsection will not be implemented for the 2009-2010 school year.

Article 27, DURATION

This entire Agreement is for ~~a three-year~~the period, beginning July 1, 2007, and ending June 30, ~~2010~~2014.

A. The cost-of-living increase and other 'new negotiated items' (Article 15, Sections B.3, C.2, and D.b) scheduled to be effective July 1, 2009, shall be postponed and shall not be effective during the 2009-2010 fiscal year.

- B. In recognition of the need to fully implement existing initiatives in order to continue making student progress, there shall be no new initiatives that require funding or added staff time unless they have been reviewed by the Associations/Deputy Superintendent/Chief Operating Officer Collaboration Committee.
- C. When the school system is able to obtain funding in excess of that necessary to maintain same services, those additional funds will be used in negotiations with the unions to restore the postponed negotiated items referenced above, before they are used for new initiatives.
- D. If the County government negotiates higher compensation improvements for any of its employee organizations during FY 2010, FY 2011, or FY 2012; that those higher increases will be matched for school system employees.
- E. The parties will create a special joint work group in FY 2010 to develop recommendations on health plan cost containment and employee wellness.
- F. The current contract will be extended until June 30, 2014, with a reopener during FY 2010 on salaries, non-economic issues, and the recommendations of the joint work group specified above.
- G. Language will be added to the contract memorializing the role of the Association as participants on the Budget Review Committee and on the Associations/Deputy Superintendent/Chief Operating Officer Collaboration Committee.
- H. The travel funds which are allocated for unit members to attend or make presentations to conferences and/or programs (Article 13, Section B.4.c) shall be suspended and shall not be effective during the 2009-2010 fiscal year.
- I. All other terms and conditions of the collective bargaining agreement shall remain in full force and effect for 2009–2010.

For the Board:
 /s/
 Larry A. Bowers
 Chief Operating Officer

For the Association:
 /s/
 Edythe A. Miller
 Executive Director

IN WITNESS WHEREOF, the parties hereunto set their hands and seals this 13th day of ~~February~~January, ~~2007~~2009.

Montgomery County
 Board of Education

 /s/
Nancy Navarro-Shirley Brandman
 President

Montgomery County Association
 of Administrative and Supervisory
 Personnel

 /s/
 Rebecca Newman
 President

Montgomery County Public Schools
 /s/
 Jerry D. Weast
 Superintendent of Schools