

Supplement to the Agreement Between
Montgomery County Education Association 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 6, COLLABORATION

Section B, Labor-Management Collaboration Committee, New Subsection 4.f:

4.f. 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 19, SALARIES & SUPPLEMENTS

Section A, Salaries, Subsection 1.c:

The salary schedule for 2009-2010, including COLA, will not be implemented. Instead, the salary schedule for 2008-2009 will continue in effect, with unit members receiving normal incremental increases. This also applies to salaries and compensation in the Substitute Teachers' Contract and the Home & Hospital Teachers' Contract.

Section B, Supplements, Subsection 6, Lead Teachers:

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

Section B, Supplements, Subsection 13, Other National Certifications:

The increase from \$700 to \$1,500 specified in this subsection to be effective July 1, 2009, will not be implemented for the 2009-2010 school year.

Section c, Professional Growth Stipends, Subsection 2, Mentor Teachers:

The increase from \$700 to \$800 specified in this subsection to be effective July 1, 2009, will not be implemented for the 2009-2010 school year.

Article 20, EXTRACURRICULAR STIPENDS

Section I, Leadership Development, Subsection 4.c; and Section K:

The increase from \$14.00 per hour to \$14.50 per hour specified in these subsections, to be effective July 1, 2009, will not be implemented for the 2009-2010 school year.

Article 21, OTHER COMPENSATION***Section A, Summer School, Special Education, & Other Summer Instructional Activities, Subsection 7:***

The application of this subsection to teacher trainers, to be effective July 1, 2009, will not be implemented for the 2009-2010 school year.

Article 31, DURATION

This Agreement shall be for the period beginning July 1, 2007, and ending June 30, ~~2010~~2014.

- A. The cost-of-living increase and other 'new negotiated items' (Article 19, Sections B.6, B.13, and C.2; Article 20, Sections I and K; and Article 21, Section A.7) 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. All other terms and conditions of the collective bargaining agreement shall remain in full force and effect for 2009–2010.
- I. The Associations/Deputy Superintendent/Chief Operating Officer Collaboration Committee shall include in its charge reducing paperwork, and will review proposals brought forward by the Associations for elimination or streamlining of system-wide required paperwork.
- J. Under the oversight of the Associations/Deputy Superintendent/Chief Operating Officer Collaboration Committee, the Office of Curriculum and Instruction (OCIP) will work with the Councils on Teaching and Learning (CTLs) to complete the development of roll-

out of online curriculum, including the capacity for classroom teachers to submit lesson plans for possible inclusion in a resource bank. OCIP will also work with the CTLs on the development of alternate assessments for re-assessments.

K. The parties will establish a joint work group on time and workload to develop recommendations in advance of the contract reopener negotiations during FY 2010.

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

For the Association:
/s/
Thomas Israel
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 Education Association
/s/
Bonnie Cullison
President

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