

Memorandum of Understanding Between Montgomery County Public Schools and Service Employees International Union, Local 500

Regarding: Student Debt Relief

This Memorandum of Understanding (MOU) is made by and between the Montgomery County Public Schools (MCPS) and the Service Employees International Union (SEIU), Local 500 referred to collectively as the “Parties” effective as of the date of signature by the Parties.

Eligibility of Employee Debt:

1. MCPS will pay for debt related to an employee's education (including debt incurred before employment and debt incurred while employed) up to 10% of the current loan balance each fiscal year.
2. The fund will not pay off more than 50% of the balance brought into MCPS, for staff who came to MCPS with prior debt.

Qualifications

1. Employed for one year in an SEIU, Local 500 bargaining unit position.
2. The employee has attended a workshop on understanding the student debt relief program and additional student debt relief options for which the employee may be eligible.
3. The debt is for studies relevant to any employment with MCPS.
4. The employee's loan repayment is in good standing with the lender to whom the eligible student debt is being repaid.
5. Employees may apply for the fund between February 15th and March 31st of each year. These dates may be adjusted by mutual agreement of the parties.
6. Checks from the fund will be received in the paycheck for the last full pay period in the fiscal year.

Employee Dependent Relief Eligibility

7. The student debt relief fund is a fund to pay off debt of SEIU, Local 500 bargaining unit employees. Student debt taken for a child's or relative's education is not eligible.

Important Information for Applicants

8. Payment of this benefit may be taxable income. You should contact your tax-preparer for more information on how this could impact you.
9. All documentations should be sent to ERSC in one complete application. Documents that have been previously submitted to other MCPS offices, like the Division of Human Resources and Talent Management, cannot be referenced as proof.

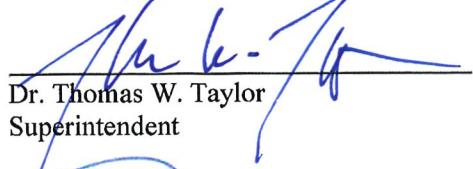
Duration

10. This MOU shall be effective for FY2026 and shall expire on July 1, 2026. Should the fund balance of the debt relief account have additional funds MCPS agrees to reopen this agreement.

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IN WITNESS WHEREOF, THE PARTIES HERETO HAVE EXECUTED THIS AGREEMENT
IN THE STATE OF MARYLAND UPON THE DATE INDICATED BELOW:

For Montgomery County Public Schools


Dr. Thomas W. Taylor
Superintendent

Date 12.22.2025

For Service Employee International Union (SEIU), Local 500


Pia Morrison
President

Date


Dec. 9, 2025