

TALBOT COUNTY PUBLIC SCHOOLS

Talbot County Education Center
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MEMORANDUM OF UNDERSTANDING

TO: Tamara Keeler, President,
TCEA

Mark Mench, UniServ Director
TCEA/MSTA

FROM: John Masone,
Assistant Superintendent

DATE: July 30, 2008

SUBJECT: 2008-2009 Support Contract

This document serves as a Memorandum of Understanding (MOU) and addendum to the existing Support Staff Comprehensive Agreement between the Talbot County Board of Education and the Talbot County Education Association, originally dated March 15, 2006. Both parties understand that the noted Agreement will be in effect, in its totality, through June 30, 2009, with the following exceptions:

1. Article IV, Reimbursement – The \$150 per credit hour rate shall no longer apply. Unit members shall be reimbursed at the per undergraduate credit hour rate in effect for Salisbury University, currently \$260.00.
2. Article V, Insurance Benefits – Each unit member shall pay 5 percent of the cost for their selected plans and the Board shall pay 95 percent. Unit members waiving coverage as described in the Agreement will receive \$1,800 payable in 24 equal installments. SPECIAL NOTE: These

changes will be in effect from September 1, 2008 through August 31, 2009.

3. Article III, Salaries – Salaries shall be increased by 2.5 percent plus step as mandated by the County Council of Talbot County. In addition, all unit members earning \$30,000 or less per year shall receive a \$200.00 bonus to be paid in December, 2008. The bonus is, by law, considered taxable income.

Approved by:

John Masone, for the Talbot County Board of Education

Date

Tamara Keeler, for the TCEA

Date