ADDENDUM TO THE NEGOTIATED AGREEMENT

EFFECTIVE JULY 1, 2021
between the
FREDERICK ASSOCIATION OF
SCHOOL SUPPORT EMPLOYEES (FAFSE)
and the
BOARD OF EDUCATION OF FREDERICK COUNTY

The Frederick Association of School Support Employees (FAFSE) and the Board of Education of Frederick County (Board) entered into a Negotiated Agreement (Agreement) with effective dates July 1, 2021, through June 30, 2023, or until superseded by a newly negotiated agreement with the understanding that matters of salary, insurance, as well as two (2) language proposals by each party would be subject to negotiations during intervening years (see Article IX – DURATION).

The parties met and have agreed to amend the Agreement in accordance with the following terms for the 2021-2022 school year:

ARTICLE III – EMPLOYMENT CONDITIONS

3.17 – At the start of the 2021-2022 school year, Food and Nutrition Services will pilot a program of allowing Food and Nutrition Services employees to take their unpaid lunch break in smaller increments of time, not to exceed 30 minutes, in order to allow the break to be taken reasonably during the employee’s shift. This pilot will be at three (3) high schools, three (3) middle schools, and three (3) elementary schools in different regions across the system as selected by the Director of Food and Nutrition Services. This pilot program will be reviewed prior to the start of the second semester of school year 2021-2022.

ARTICLE IV – WAGES

As of July 1, 2021, all pay scales herein shall be increased by a 1.35% cost of living adjustment (COLA) on the current pay scale.

All employees hired on or before December 31, 2020 will receive an increment on the scale.

4.6 STIPENDS

A. The following stipend will be awarded to all unit members who hold a degree not required for their position:

<table>
<thead>
<tr>
<th>Degree</th>
<th>Stipend Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate of Arts</td>
<td>$200</td>
</tr>
<tr>
<td>Bachelor of Arts or Science</td>
<td>$400</td>
</tr>
<tr>
<td>Master’s</td>
<td>$600</td>
</tr>
<tr>
<td>Doctorate</td>
<td>$800</td>
</tr>
</tbody>
</table>
This stipend will be added to the employee’s base pay and will be distributed over the employee’s pay schedule. In order to receive the stipend, the employee must submit an official transcript from the college/university.

B. Sign Language Interpreters who hold job related, national board certification as approved by the Director of Human Resources (CI, CT, NAD, NIC, etc.) will receive $1,200. This stipend will be applied to the employee’s base pay and distributed over the 22 pays.

ARTICLE VII - INSURANCE

A 1.25% increase will be applied to FY 21 insurance premiums for the FY 22 plan year.

ARTICLE VIII - MISCELLANEOUS

8.8 Subcommittees

As part of the 2022 negotiations process with FASSE, the following subcommittees and their purposes are agreed upon and outlined below:

<table>
<thead>
<tr>
<th>Committee</th>
<th>Purpose</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technology Services</td>
<td>To discuss and make recommendations regarding (1) the creation of a separate pay scale; and (2) to discuss work year concerns.</td>
</tr>
<tr>
<td>School Based Secretaries</td>
<td>To discuss and make recommendations regarding working conditions.</td>
</tr>
<tr>
<td>Transportation</td>
<td>Continue to discuss and make recommendations regarding pay periods with inclement weather or virtual learning day closures.</td>
</tr>
<tr>
<td>Custodian</td>
<td>Continue to discuss concerns regarding (1) the order of using custodians and Auxiliary Custodians; and (2) the pay rate when a custodian works for an outside user group.</td>
</tr>
<tr>
<td>Instructional Assistants/Special Education Instructional Assistants</td>
<td>Continue to discuss stipend for IAs/SEIAs when used as substitutes.</td>
</tr>
</tbody>
</table>

Work from these subcommittees will be utilized in future negotiations. Scheduling of these groups will occur in September 2021.

This Addendum is dated July 14, 2021 and shall be retroactive to July 1, 2021. All other terms of the Agreement dated October 7, 2020 shall remain in full force and effect.

FREDERICK ASSOCIATION OF SCHOOL SUPPORT EMPLOYEES

Sharon Flury, President

Elaine E. Crawford, Chief Negotiator

BOARD OF EDUCATION OF FREDERICK COUNTY

Jay Mason, President

Theresa R. Alban, Superintendent

Robert W. Wedge, Chief Negotiator