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**Memorandum of Understanding (MOU)  
between  
the Board of Education of Washington County  
and  
the Washington County Teachers Association, Inc.**

This Memorandum of Understanding (hereinafter “MOU”) is entered into this 16th day of July 2024, between the Board of Education of Washington County (hereinafter “Board”) and the Washington County Teachers Association, Inc. (hereinafter “WCTA”).

WHEREAS, the Board and the WCTA are parties to a written negotiated agreement for the period of July 1, 2022, through June 30, 2025; and

WHEREAS, pursuant to the Blueprint for Maryland’s Future, the requirements for planning time are evolving; and

WHEREAS, the parties agree that Unit I members require additional planning time; and

WHEREAS, the parties wish to amend an article of the aforementioned negotiated agreement for a limited duration within the overall term of the agreement.

NOW, THEREFORE, it is agreed by and between the Board and the WCTA that the terms of this MOU shall amend an article of the aforementioned negotiated agreement for the specified period outlined below.

I. Temporary Amendment to the Negotiated Agreement

**Article 7.14 Planning Time**

**Task Force:**

Starting in September 2024, a task force will be established to study and, on or before June 30, 2025, propose recommended contract language to provide more time for elementary planning. The task force will include members representing various grade levels, school locations, and subjects, with a maximum of four additional unit members, along with the WCTA President and UniServ Director.

### **Early Dismissals:**

The 2024-2025 school calendar will consist of ten (10) early dismissals, including two (2) led by the principal, one (1) dedicated to safety, and seven (7) self-directed days.

### **Professional Learning Days:**

With the exception of the August supervisor-led professional learning day that occurs prior to students returning to school, the following will occur on designated supervisor-led professional development days:

- Tuesday, November 5, 2024: Supervisor-led professional development in the morning and three (3) hours of grading or planning time in accordance with Article 7.4.
- Wednesday, November 27, 2024: Principal-led professional development in the morning and three (3) hours of self-directed planning time in the afternoon for all unit members at any WCPS location.

### **FY26 Negotiations:**

Article 7.14 Planning Time will be jointly opened for negotiations during FY26.

#### **II. Duration**

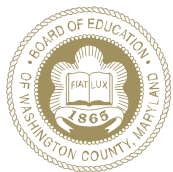
The provisions of this MOU shall be effective beginning on July 1, 2024, and remain in effect until June 30, 2025. The provisions in this MOU are not intended by the parties to become a permanent amendment to the current negotiated agreement.

Except as otherwise expressly stated in this MOU, all provisions of the current negotiated agreement between the parties shall continue in effect during the period that this MOU remains in effect.

The provisions of this MOU reflect an agreement that has been reached by the parties as a result of unique and temporary circumstances and will not be regarded by either party as constituting past practice or setting precedents for any other purpose.

#### **III. Grievances**

Any disputes regarding the provisions of this MOU shall be subject to the grievance and arbitration provisions set forth in the current negotiated agreement between the parties.



Washington County  
**BOARD OF  
EDUCATION**

10435 Downsville Pike  
Hagerstown, MD 21740  
301-766-2800

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IN WITNESS WHEREOF the parties have executed this Memorandum of Understanding as of the day first written above.

**FOR THE  
BOARD OF EDUCATION  
OF WASHINGTON COUNTY**

**FOR THE  
WASHINGTON COUNTY  
TEACHERS ASSOCIATION, INC.**

\_\_\_\_\_  
Melissa Williams  
Board President

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Date

\_\_\_\_\_  
Carol Mowen  
WCTA President

\_\_\_\_\_  
Date

\_\_\_\_\_  
David T. Sovine, Ed.D.  
Superintendent

\_\_\_\_\_  
Date

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