

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE HARFORD COUNTY BOARD OF EDUCATION
AND
THE HARFORD COUNTY EDUCATION ASSOCIATION**

This Memorandum of Understanding (MOU) constitutes an agreement between Harford County Board of Education (Board) and the Harford County Education Association (Association).

The Board and the Association agree that the Board will provide a summer employment incentive stipend to all teachers and support personnel represented by the Association working in the 2022 summer programs listed below.

Summer 2022 Incentive

Teachers & Support Staff

Hours Worked	In-Person	Virtual
Maximum	\$1,000	\$500
1-14 Hours	\$0	\$0
15-29 Hours	\$250	\$125
30-44 Hours	\$500	\$250
45-59 Hours	\$750	\$375
60+ Hours	\$1,000	\$500

The programs are as follows:

Harford County Public Schools In-Person Summer Program Incentive

(Teachers, paraeducators and Inclusion Helpers and other support personnel)

Program	Dates of Program	Program Hours	# Of Weeks Worked	Hours
Elementary Summer School	July 11 – July 28, 2022	8:15 – 3:00 pm	3	83.25
Middle School Summer School	July 11 – Aug 4, 2022	7:30 – 11:30 am	4	69
High School Summer School	July 11 – Aug 4, 2022	7:15 – 12:00 pm	4	80.25
Extended School Year	July 5 – Aug 4, 2022	8:15am – 12:00 pm (Elementary 7:30 am – 11:15 am (secondary) 8:30 am – 12:15pm (John Archer)	5	Varies

Camp Wonder	July 5 – 8, 2022	9:00 am – 3:00 pm	1	24
ELL Camp	June 27 – July 22, 2022	9:00 am – 3:30 pm	4	117
Summer Swim	Varies			

*Teacher hours may change slightly due to transportation constraints.

Harford County Public Schools Virtual Summer Program Incentive

Tutoring	July 11 – Aug 4, 2022	4	Varies
Stars of Summer	July 11 – Aug 4, 2022	4	Varies
Swan Creek Extended School Year (ESY)	July 5 – Aug 4, 2022	5	Varies
Wellness Walking High School Summer School	July 11 – Aug 4, 2022	4	80.25

Notes:

- 12-month employees are not eligible.
- In-person employees can earn a maximum of \$1000, virtual employees can earn a maximum of \$500 **even when multiple programs are worked**.
- The incentive is to be paid with the second pay in September. If employees have an issue with stipend they must reach out by October 1, 2022
- Summer incentive hours begin the 1st day after the last teacher duty day.

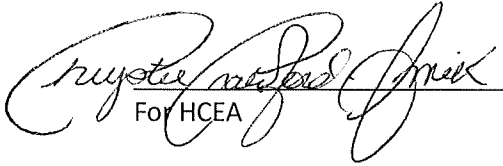
Pay Schedule:

<u>Dates Worked:</u>	<u>Approved Forms Due to Payroll:</u>	<u>Will Be Paid:</u>
June 27 - June 30	Thursday, July 14, 2022	Friday, July 22, 2022
July 1 - July 8	Thursday, July 14, 2022	Friday, July 22, 2022
July 11 - July 22	Thursday, July 28, 2022	Friday, August 5, 2022
July 25 - Aug 4	Thursday, August 11, 2022	Friday, August 19, 2022

**Payroll forms should be submitted by the end of the day the Monday prior to the payroll submittal date to ensure there is enough time to approve and process them before their submission to payroll for payment.

During the 2020-2021 and the 2021-2022 school year, Harford County Public Schools has been able to provide summer incentives beyond what was possible prior to the pandemic due to federal funding. Please note that HCPS will not be able to sustain the summer incentive beyond the summer of 2022.

Signed:


For HCEA

3/28/2022
Date


For the Board

03/30/22
Date

