

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into this ___ day of October, 2023, by and between the Board of Education of Dorchester County, Maryland ("the Board"); which operates a system of public schools known as the Dorchester County Public Schools ("DCPS"), and DCPS non-certificated supervisory employees William Fleming, Laurie Dale, Christopher Hauge, Lisa Peters, LeAnn McWilliams, Tykia Palmore, and Patrick Murphy (the "Non-Certificated A&S Employees") (collectively referred to as "The Parties"), and recites as follows:

RECITALS

WHEREAS, Title 6, Subtitles 4 and 5 of the Education Article of the Maryland Annotated Code (the "Education Article") govern the collective bargaining rights of public school employees in Maryland; and

WHEREAS, Sections 6-403(c)(1) and 6-504(a)(1) of the Education Article provide respectively that each Maryland public school system may have a maximum of two bargaining units for certificated employees and three bargaining units for non-certificated employees; and

WHEREAS, although Section 6-403 of the Education Article does not preclude supervisory and non-supervisory certificated employees from being in the same bargaining unit, Section 6-504(a)(1) prohibits supervisory and non-supervisory non-certificated employees from being in the same bargaining unit; and

WHEREAS, Sections 6-401 and 6-501 of the Education Article, when read in tandem, provide that certificated and non-certificated public school employees may not be in the same bargaining unit; and

WHEREAS, DCPS's non-certificated supervisory employees have never formed an organization or designated an exclusive bargaining representative; and

WHEREAS, DCPS's non-certificated supervisory employees have traditionally been treated as if they were members of the bargaining unit comprised of certificated supervisory employees despite the aforementioned legal prohibition against them being members of that unit; and

WHEREAS, the Non-Certificated A&S Employees constitute all of DCPS's current non-certificated supervisory employees; and

WHEREAS, the Parties desire for the Non-Certificated A&S Employees to possess all of the rights and responsibilities set forth in the Negotiated Agreement between the Board and the Dorchester County Administrators' and Supervisors' Association ("DASA"), which is the exclusive bargaining representative for all DCPS certificated supervisory employees;

NOW, THEREFORE, the Parties agree as follows:

1. The Non-Certificated A&S Employees shall possess all of the rights and responsibilities set forth in the Negotiated Agreement between the Board and DASA as if they were members of the certificated supervisory unit.
2. With regard to compensation, the following Non-Certificated A&S Employees are currently classified on the following lanes and steps of the following salary scales contained within the Negotiated Agreement between the Board and DASA:

Name	Lane	Step
William Fleming	AS II Manager	16
Laurie Dale	AS III Facilitator	12
Christopher Hauge	AS VI High School Principal	16
Lisa Peters	AS II Manager	4
LeAnn McWilliams	AS II Manager	16
Tykia Palmore	AS III Facilitator	4
Patrick Murphy	AS IV Sup/Elementary Prin.	3

3. The Non-Certificated A&S Employees shall possess all of the rights and responsibilities set forth in the Negotiated Agreement between the Board and DASA. Accordingly, the Non-Certificated A&S Employees shall be eligible and shall receive all of the ordinary salary increases and other compensation increases in the same manner as members of DCPS's certificated supervisory employees. Any other salary or other compensation increases must be agreed upon by the Board.
4. The Parties shall collaborate and coordinate efforts with the County delegation to put forth legislation to statutorily include supervisory noncertificated employees of the County Board in the supervisory certificated unit (amending §6-403 of the Education Article).

BOARD OF EDUCATION OF DORCHESTER COUNTY


Chris Dayton
Witness

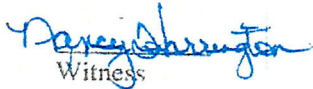
By: Susan V. Morgan
Dr. Susan V. Morgan, Board President

Witness

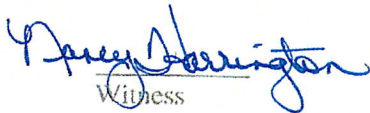
W. David Bromwell, Jr.
W. David Bromwell, Jr., Superintendent
Dorchester County Public Schools



Witness

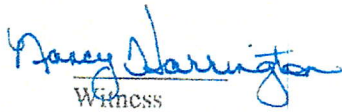

Dr. Michael Collins, Director of Operations and
Chief Negotiator
Dorchester County Public Schools


Witness

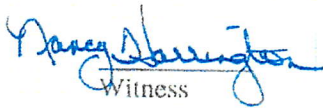

William Fleming



Witness


Lorraine Dale

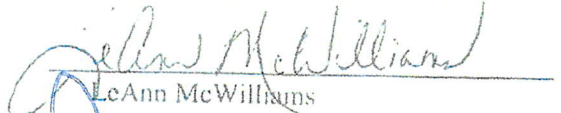

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Christopher Hauge


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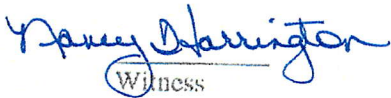

Lisa Peters

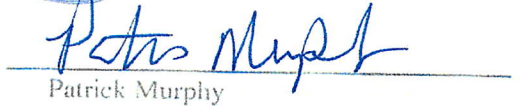

Witness


LeAnn McWilliams



Witness


Tykira Palmore


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Patrick Murphy


Witness


Daniel Besseck
UniServ Director