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## Memorandum of Understanding

By signatures below, the parties agree to the following regarding Article XXVI-Extended Leaves of Absence<sup>1</sup>, in the Negotiated Agreement between the Frederick County Teachers Association (FCTA) and the Board of Education of Frederick County Maryland.


### Background

- November 2014 two Frederick County teachers were elected to serve on the Frederick County Council.
- Article XXVI as stated below provides one (1) year leave of absence not to exceed four (4) consecutive years.
- There is no provision for intermittent leave that will permit a teacher to serve in a part time elected office.
- At this time, the planned Council meetings are scheduled for Tuesdays at 3:00. (13 meetings scheduled)
- Current schedule of public office meeting will require Jessica Fitzwater to take leave for 2 hours (2:25-4:15) on meeting days.
- Jerry Donald has indicated that per his current teaching/work assignment, no leave is required at this time.
- It is anticipated that additional commitments associated with service in this public office may occur.

### Pilot Agreement for 2014-2015 School Year (parties acknowledge this pilot does not establish precedent)

- Jessica Fitzwater and Jerry Donald to take intermittent leave without pay on occasions/days they will not be working for Frederick County Public Schools.
- All scheduled absences will be entered into SmartFind Express by January 1, 2015. Additional absences will be entered into the system in a timely fashion.
- This arrangement will be re-evaluated July 2015 to determine the impact on the instructional program at each school. At that time a recommendation to dissolve, modify or continue this option will be made.

  
Gary W. Brennan, President

  
Nancy Dietz, Chief Negotiator

  
Jen Nguherimo, Chief Negotiator

  
Paula Lawton, Negotiations Team

<sup>1</sup> G. The Board will grant a leave of absence, without pay, not to exceed four (4) consecutive years to any teacher not previously receiving such leave to campaign for, or serve in, a public office.