

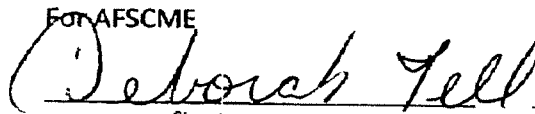

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE HARFORD COUNTY BOARD OF EDUCATION
AND
THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES**

This Memorandum of Understanding constitutes an agreement between the Harford County Board of Education and the American Federation of State, County, and Municipal Employees (AFSCME).

The Board and AFSCME agree to the distribution of a one-time \$1250 stipend in the following manner:

1. Full-time employees will receive the payment in two installments. The first payment of \$625 will be dispersed in December 2011 and the second payment of \$625 will be dispersed in June 2012.
2. Part-time employees will receive a pro-rated portion of the \$1250 based on their current FTE status. The prorated amount distributed to part-time employees will be dispersed in two installments. The first payment, equal to one-half of the prorated amount, will be dispersed in December 2011 and the second payment, equal to one-half of the prorated amount, will be dispersed in June 2012.
3. Employees must be employed by HCPS and on active status at the time of each disbursement in order to be eligible to receive that installment of the stipend.

This agreement will be valid and binding upon final Board approval and to the extent sufficient funds are guaranteed and/or made available by the Harford County fiscal authorities to fully implement this agreement.

For AFSCME	 Signature	<u>President</u> Title	<u>11/17/2011</u> Date
For the Board	 Signature	<u>Chief Negotiator</u> Title	<u>11/18/2011</u> Date