



This Memorandum of Understanding (hereinafter referred to as "MOU") is made by and between the Howard County Board of Education (the "County Board" or "HCPSS") and the Howard County Education Association (the "Association" or "HCEA") for employees covered under the non-certificated HCEA bargaining unit. The County Board and Association will be referred to collectively as "Parties."

SCOPE

This MOU will address the provisions of issuing Chromebooks or like devices to Paraeducators within the Educational Support Staff unit.

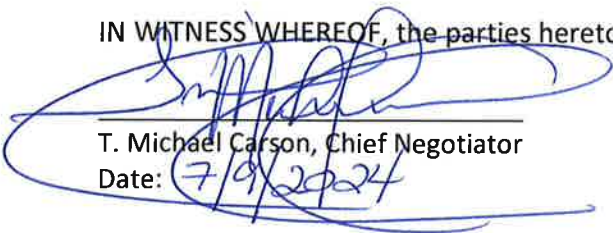
TERMS

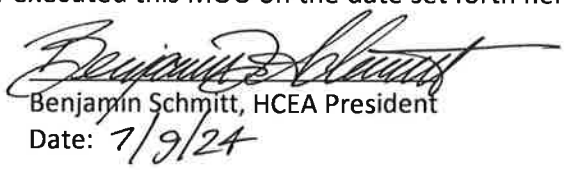
HCPSS agrees to the following plan of providing technology to paraeducators in the 2024-2025 and 2025-2026 school years.

1. A Chromebook or like device will be provided to paraeducators who have not been issued an HCPSS laptop (Chromebook, Dell, etc.)
 - a. a paraeducator has the right to decline a HCPSS issued laptop (Chromebook, Dell, etc.)
 - i. If a paraeducator declines a laptop and then subsequently changes their mind and wants one, there may or may not be one available for them. This will be communicated to them at the time of their decision to decline.
2. Timeline:
 - a. During the 2024-2025 school year, the following paraeducators, who meet the criteria listed in #1 above, will be issued a laptop (Chromebook, Dell, etc.):
 - i. Paraeducators in positions delineated as specialized programs
 - ii. All remaining special education paraeducators in elementary schools and middle schools
 - b. During the 2025-2026 school year, all other paraeducators who meet the criteria listed in #1 above will be issued a laptop (Chromebook, Dell, etc.)
 - c. If funding allows, the Board reserves the right to provide a laptop (Chromebook, Dell, etc.) to some or all staff who meet the requirements of section 2.b during the 2024-2025 school year.

HCPSS agrees not to repurpose or recall the devices issued to comply with the MOU at the expiration of this MOU.

IN WITNESS WHEREOF, the parties hereto have duly executed this MOU on the date set forth herein.


T. Michael Carson, Chief Negotiator
Date: 7/9/2024


Benjamin Schmitt, HCEA President
Date: 7/9/24