



Letter of Agreement Between the Howard County Education Association-ESP (HCEA) and the Board of Education of Howard County (Board) in the Grievance for inclusion of Longevity Pay for Summer School employees,

Grievants [redacted] and [redacted]

The parties enter this agreement as a complete settlement and resolution of the above-referenced grievance.

- (1) The Board shall pay to Grievants [redacted] and [redacted] longevity pay for 2023 summer school employment. The retroactive payment shall be issued no later than twenty (20) days from the date of execution of this Agreement.
(2) HCEA and the Board agree that unless otherwise negotiated, summer school salaries per Article 17 of the Negotiated Agreement will include longevity pay in the per diem rate for employees of the Educated Support Professional unit, performing summer duties that are covered by a position within the ESP unit as of July 1 of that year.
(3) All eligible ESP employees currently working in the 2024 summer school program shall have longevity pay included in the per diem rate and shall be paid retroactively, if necessary.
(4) HCEA agrees to withdraw the grievance with prejudice in the aforementioned matter upon execution of this agreement.

For the Howard County Education Association:

For the Board of Education of Howard County:

[Handwritten signature of Kira Schuman]

Kira Schuman
UniServ Director

[Handwritten signature of Michael Carlson]

Michael Carlson

Director

Office of Employee and Labor Relations

Date: 7/9/2024

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