

**Addendum to Comprehensive Agreement
Between
The Board of Education of Talbot County
And
The Talbot County Education Association
Support Staff
July 1, 2023 – June 30, 2024**

The Talbot County Education Association (TCEA) and Talbot County Board of Education (Board) agree to the Addendum dated _____.

The terms for the Addendum are:

Article III - Salary Information

For the 2023-2024 contract year:

- 1. Eliminate the first four (4) steps and add four (4) steps to the bottom of the scales for the Classroom Support Scale; Instructional Assistant and SECU/TA Scales; Custodians A1, A2, A3 Scales; and Transportation Scales to include bus drivers, bus driver trainers and bus aides*
- 2. All existing schedules as well as the new restructured schedules noted above in Number 1 shall be increased by a four percent (4%) COLA.*
- 3. All employees shall advance one (1) step on their respective salary schedule.*
- 4. All employees who are on Step 20 for School Year 2022-2023 shall receive an additional pensionable 1.75% COLA instead of a step increase.*

By:

Susan Delean-Botkin, President, Talbot County Board of Education

Lynne Duncan, Witness for the Board, Chief Negotiator

By: _____
Andrew Burke, President, Talbot County Education Association

Witness for M.S.E.A.

Whereas the Board of Education has approved and witnessed this agreement, then the validity of such act is hereby witnessed and approved by:

Sharon Pepukayi,
Superintendent, Talbot County Public Schools