

Memorandum of Understanding
between
The Board of Education of Baltimore County
and the
American Federation of State, County and Municipal Employees (AFSCME)

School Year 2022-2023 Incentives for AFSCME Represented Employees

Whereas the Board of Education of Baltimore County continues to deal with unusual staffing challenges, and

Whereas the Board and Council 67/local 434 of the American Federation of State, County, and Municipal Employees, (AFSCME) (hereinafter jointly referred to as the "Parties") seek to recognize the work being done by AFSCME represented employees and offer incentives to foster the continued and consistent execution of their critical duties in support of the Board.

Now therefore, the Parties agree to the following incentives for AFSCME represented employees:

1. **Monthly Attendance Award of One Hundred and Fifty dollars (\$150)** to be awarded to staff with on-time attendance every day for each assigned shift, and who complete their assigned shift.

2. **Employee Sign-On Bonus of Two Hundred and Fifty dollars (\$250)**
 - a. One hundred and twenty-five dollars (\$125) payout if candidate begins training within forty-five (45) days of recruitment.
 - b. One hundred and twenty-five dollars (\$125) payout after completion of the probationary period.

3. **Employee Referral Incentive of Two Hundred and Fifty dollars (\$250)**
 - a. One hundred and twenty-five dollars (\$125) payout upon referred candidate's hire and successful completion of the probationary period.
 - b. One hundred and twenty-five dollars (\$125) payout upon the referred candidate's one year anniversary of employment with BCPS.

4. **Retention Bonus of One Thousand dollars (\$1,000)**
 - a. A five-hundred-dollar (\$500) payout will be made to all AFSCME represented regular employees in December 2022. Employees hired no later than November 1, 2022, will be eligible for the December bonus.
 - b. A five-hundred-dollar (\$500) payout will be made to all AFSCME represented regular employees in June 2023. Employees hired no later than April 1, 2023, will be eligible for the June bonus.

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The Parties agree that, in accordance with Article 6.2 of the Master Agreement, authorized paid leave and holidays shall be treated as hours worked and shall not count as absences.

The Parties also agree that to be eligible for the attendance award, employees must report to work on-time every day and complete their assigned shift excluding the period of approved vacation, recognized holidays or unless they are required to miss work due to a death of an immediate family member, jury duty, military duty, or a recognized religious holiday.

This Memorandum of Understanding expires on June 30, 2023.

AFSCME:

Bryan Epps

Printed Name

Bryan Epps

Signature

8/30/2022

Date

BOE:

George M. Duque

Printed Name

George M. Duque

Signature

8/30/2022

Date