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 when a newly hired employee completes the first forty-five (45) days of their assignment.
   b. One hundred and twenty-five dollars ($125) payout after completion of the probationary period or extended 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-dollars ($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 also agree that to be eligible for the attendance award **AND INCENTIVES**, employees must **BE IN PAID, ACTIVE STATUS**, 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 or close relative, BCPS Office of Health Services mandated quarantine, jury duty, military duty, or a recognized religious holiday.

**PLEASE NOTE, INCENTIVES APPLY TO THOSE ON ADMINISTRATIVE LEAVE. IT DOES NOT APPLY TO EMPLOYEES WHO ARE ABSENT DUE TO PERSONAL BUSINESS AND/OR WORKER'S COMPENSATION.**

This Memorandum of Understanding expires on June 30, 2023.

**AFSCME:**

**Bryan Epps**

Printed Name

_Bryan A. Epps_ 12/9/2022

Signature  Date

**BOE:**

**Joelle Bielski**

Printed Name

_Joelle Bielski_ 12/9/2022

Signature  Date