

MEMORANDUM OF UNDERSTANDING

between the

Baltimore County Public Schools (BCPS)

and the

Council of Administrative and Supervisory Employees (CASE)

Annual Maximum Accumulation and Use of Vacation Time

The Baltimore County Public Schools (BCPS) and the Council of Administrative and Supervisory Employees (CASE) (hereinafter jointly referred to as "Parties") hereby enter into this Memorandum of Understanding (MOU), which addresses issues pertaining to the accumulation and use of compensatory and vacation time earned by CASE represented employees during FY 21.

Whereas, the Parties acknowledge the unusual circumstances imposed on the school system and its employees by the COVID 19 pandemic as well as the ransomware attack of November 24, 2020, and

Whereas, due to the ransomware attack and the resultant loss of operating systems and data to include leave balances, and

Whereas, Article 9.15 of the Agreement between the Parties establishes the annual cumulative maximum of vacation days for twelve-month employees at forty-five (45) days,

Now therefore, the CASE and BCPS agree to the following adjustments to the aforementioned Agreement article:

- For FY 21 and FY 22, the cumulative vacation accrual cap for CASE represented employees will not be limited to a maximum of forty-five (45) days.
- For FY 21, hours in excess of the accrual cap as of June 30, 2021 shall not be converted to rolled personal illness leave.
- If a CASE represented employee separates from BCPS employment during the term of this MOU, vacation payout will remain capped at forty-five (45) days.
- All accrued vacation days as of June 30, 2021 shall be available for use by CASE represented employees up through December 31, 2022.
- Hours in excess of the accrual cap as of January 1, 2023 shall be converted to rolled personal illness leave.

All other stipulations of Article 9.15 shall remain in effect. This MOU will expire on December 31, 2022.

CASE: Tom DeHart
Printed Name
Tom DeHart 5-26-21
Signature Date

BOE: George M. Duque
Printed Name
George M. Duque 6/09/2021
Signature Date