

MEMORANDUM OF UNDERSTANDING

between the

Baltimore County Public Schools (BCPS)

and the

Baltimore County Public Schools Organization of Professional Employees (OPE)

Annual Maximum Accumulation and Use of Vacation Time

The Baltimore County Public Schools (BCPS) and the Baltimore County Public Schools Organization of Professional Employees (OPE) (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 OPE 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, 2021, and

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

Whereas, Article 9.16 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 OPE and BCPS agree to the following adjustments to the aforementioned Agreement article:

- For FY 21 and FY 22, the cumulative vacation accrual cap for OPE represented employees will not be limited to a maximum of forty-five (45) days.
- For FY 21 and FY 22, hours in excess of the cumulative accrual cap as of June 30, 2021 and June 30, 2022 shall not be converted to rolled personal illness leave.
- If an OPE 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 OPE represented employees up through December 31, 2022.

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

OPE: Nicholas P. Argyros
 Printed Name
Nicholas Argyros 6/10/2021
 Signature Date

BOE: George M. Duque
 Printed Name
George M. Duque 6/9/2021
 Signature Date