

MEMORANDUM OF UNDERSTANDING
between the
Baltimore County Public Schools (BCPS)
and the
Teachers' Association of Baltimore County (TABCO)

Annual Maximum Accumulation and Use of Vacation Time

The Baltimore County Public Schools (BCPS) and the Teachers' Association of Baltimore County (TABCO) (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 TABCO represented twelve-month 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 12.21 of the Agreement between the Parties establishes the annual cumulative maximum of vacation days for twelve-month employees at forty (40) days,

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

- For FY 21 and FY 22, the cumulative vacation accrual cap for TABCO represented twelve-month employees will not be limited to a maximum of forty (40) days.
- If a TABCO represented twelve-month employee separates from BCPS employment during the term of this MOU, vacation payout will remain capped at forty (40) days.
- All accrued vacation days as of June 30, 2021, shall be available for use by TABCO represented twelve-month employees up through December 31, 2022.

All other stipulations of Article 12.21 shall remain in effect. This MOU will expire on December 31, 2022.

TABCO: **Cindy Sexton**
Printed Name
Cindy A. Sexton 6/9/2021
Signature Date

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