



NEWS RELEASE

Department of Communications and Community Outreach
6901 Charles Street Towson, MD 21204
443.809.5908 (English) 443.809.1250 (Español) www.bcps.org

FOR RELEASE: September 27, 2022

[BCPS press releases are available online](#)

BCPS, Baltimore County leadership announce plan to provide enhanced compensation for BCPS staff

Agreement to provide steps and Cost of Living Adjustments, as well as retention bonuses for members of Team BCPS

Towson, Md. – Baltimore County Public Schools (BCPS) Superintendent Dr. Darryl L. Williams, Board of Education Chair Julie Henn, and Baltimore County Executive Johnny Olszewski announced the details of an enhanced compensation package for more than 20,000 BCPS employees.

Under the proposed plan, BCPS employees in all bargaining units will see substantial salary increases, ranging from 7 to 11 percent for Fiscal Year 2023 (FY23).

“BCPS is pleased to provide increased compensation and incentives for our incredibly dedicated and talented staff who continue to provide our students with the best possible instruction, educational services, and supports,” said Superintendent Williams. “This would not be possible without the support of our county government and the Board of Education, and we are grateful for their collaboration and commitment to Team BCPS.”

“Education has been and will continue to be our top priority in Baltimore County, and I am proud that we were able come together to announce well-deserved pay raises for our hardworking educators and support employees,” said County Executive Olszewski. “Our students and families deserve a world-class school system, and we remain committed to working with our partners at BCPS, the Board of Education, our union partners, and our colleagues at the County Council to continue to deliver on this promise in a fiscally responsible and sustainable manner.”

The enhanced compensation package includes:

- Approximately \$13 million for a full-year 3 percent Cost of Living Adjustment (COLA) for all staff members retroactive to July 1. BCPS employees were previously budgeted for half a year COLA. Employees will receive retroactive COLA increases beginning early 2023.
- Approximately \$30 million in retention bonuses for all staff members.
- Approximately \$20 million for mid-year step increases for all employees retroactive to July 1. Employees will receive this step increase beginning January 2023.
- Additional bonuses for BCPS employees who are at the top of their respective pay scale.

The total BCPS investment for this one-year initiative is more than \$76 million. County Executive Olszewski and members of the County Council have approved the school system's plan to leverage \$34 million in surplus funds to help pay for this package as well as funds from BCPS' allotment of federal Elementary and Secondary School Emergency Relief (ESSER) funds.

BCPS has committed to cost savings to ensure these investments are fiscally sustainable in future budget years.

"The Board is in full support of this plan and will continue to work closely with the Superintendent and system leadership as they identify additional ways to recognize the efforts and contributions of all BCPS staff," said Board Chair Henn. "The dedication and unwavering commitment of BCPS staff – especially during a period of significant uncertainty, disruption, and increased student need – must be commended and rewarded, and the Board is committed to providing the funding and support BCPS needs to recruit, retain, and recognize its workforce."

While this compensation package for BCPS staff is approved for Fiscal Year 2023 only, the Board of Education, BCPS, employee associations, and County government leaders remain committed to continuing the work needed to sustain these improvements in future years.

###

[Baltimore County Public Schools](#), the nation's 22nd largest school system, is focused on raising the bar and closing gaps to prepare our students for the future. Thanks to innovative and talented leaders, teachers, staff, and students, BCPS celebrates [many honors](#).