

Memorandum of Understanding
between
The Board of Education of Baltimore County
and the
American Federation of State, County and Municipal Employees (AFSCME)

**School Year 2023-2024 Retention Bonus and Vacation Cap Extension 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 3/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:

Retention Bonus of Five-Hundred Dollars (\$500.00)

A one-time five-hundred-dollar (\$500) payout shall be made to all AFSCME represented regular employees in December 2023. Employees hired no later than November 1, 2023, will be eligible for the December 2023 bonus.

The Parties also agree that to be eligible for the bonus, employees must be in paid, active status.

Vacation Accrual Caps

Vacation accrual caps are suspended until Wednesday, February 14, 2024. Supervisors will make every effort to approve vacation requests. Employees are encouraged to work with their supervisors to formulate a plan to use their excess leave prior to February 14, 2024.

AFSCME:

Bryan Epps

Printed Name

Bryan A. Epps
Bryan A. Epps (Dec 6, 2023 15:28 EST)

Dec 6, 2023

Signature

Date

BOE:

Joelle Bielski

Printed Name

Joelle Bielski
Joelle Bielski (Dec 6, 2023 15:36 EST)

Dec 6, 2023

Signature

Date

Original 12/6/23










MOU_AFSCME_Bonus and Vacation Cap Extension_FY24

Final Audit Report

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