

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 Incentives 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:

1. **Monthly Attendance Award of One Hundred and Fifty Dollars (\$150)*** to be awarded to staff with on-time attendance every day for each assigned shift, and who complete their assigned shift. The monthly attendance award is suspended/discontinued for one (1) day, December 22, 2023, for all 10-month employees in Food and Nutrition Services and Transportation.
2. **Employee Sign-On Bonus of Two Hundred and Fifty Dollars (\$250)**
 - a. One hundred and twenty-five dollars (\$125) payout when a newly hired employee completes the first forty-five (45) days of their assignment.
 - b. One hundred and twenty-five dollars (\$125) payout after completion of the probationary period or extended probationary period.
3. **Employee Referral Incentive of Two Hundred and Fifty Dollars (\$250)**
 - a. One hundred and twenty-five dollars (\$125) payout upon referred candidate’s hire and successful completion of the probationary period.
 - b. One hundred and twenty-five dollars (\$125) payout upon the referred candidate’s one year anniversary of employment with BCPS.
 - c. The name of the person who referred the new employee must appear on the application in order for the rental fee to be paid.

The Parties also agree that to be eligible for the attendance award and incentives, employees must be in paid, active status, report to work on-time every day and complete their assigned shift excluding the period of approved vacation, recognized holidays or unless they are required to miss

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Updated 10/5/22
Updated 11/7/22
Updated 11/21/22
Updated 12/5/22
Updated 7/1/23
Updated 11/9/23
Updated 12/11/23

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work due to a death of an immediate family member or close relative, jury duty, military duty, or a recognized religious holiday.

Attendance awards and incentives apply to those on administrative leave. Attendance awards do not apply to employees who are absent due to personal business, personal illness, family illness, floating holidays, and/or worker's compensation.

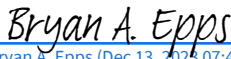
4. Shift Differential

To combat the driver shortage, BCPS school vehicle drivers and attendants are recognized for their commitment to transport our students, at times doubling and tripling back to ensure that students are safely and efficiently transported to and from school. In recognition of their work, drivers and attendants will receive a two dollar (\$2) per hour shift differential for the 2023-2024 school year when transporting students to and from school. Per the AFSCME MA, the normal workweek for bus drivers is forty (40) hours.


*The monthly attendance award is suspended/discounted for one (1) day, December 22, 2023, for all 10-month employees in food and nutrition services and transportation.

This Memorandum of Understanding expires on Friday, June 30, 2024.

AFSCME:

<u>Bryan Epps</u>	
Printed Name	
	Dec 13, 2023
Bryan A. Epps (Dec 13, 2023 07:42 EST)	
Signature	Date

BOE:

<u>Joelle Bielski</u>	
Printed Name	
	Dec 13, 2023
Joelle Bielski (Dec 13, 2023 08:12 EST)	
Signature	Date

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Final Audit Report

2023-12-13

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