

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

Employee Reclassification and Signing Bonus

Whereas the Board of Education of Baltimore County continues to deal with unusual staffing challenges, and

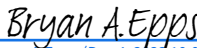
Whereas the Board and Council 3 MD/Local 434 of the American Federation of State, County, and Municipal Employees, (AFSCME) (hereinafter jointly referred to as the “Parties”) seek to recognize the work being done by AFSCME represented employees and offer incentives to foster the continued and consistent execution of their critical duties in support of the Board.

Now therefore, the Parties agree to the following:


1. BCPS has reclassified the positions of Senior Electrician, Senior HVAC Mechanic, and Senior Plumber in order to be more competitive with wages and employment options outside of BCPS.
2. Along with this reclassification, there will be a five-hundred-dollar (\$500) referral bonus for the successful hire of a Senior Electrician, Senior HVAC Mechanic, and/or Senior Plumber. Referral bonuses will be paid ninety (90) days after the date of hire for the referred employee.
3. Additionally, newly hired Senior Electricians, Senior HVAC Mechanics, and Senior Plumbers will receive an increased signing bonus of one-thousand five-hundred dollars (\$1,500). Signing bonuses will be paid thirty (30) days after the date of hire.

The referral bonus and signing bonus is effective Monday, December 4, 2023, and expires on Friday, June 30, 2024.

AFSCME:

Bryan Epps Printed Name	_____
 <small>Bryan A. Epps (Dec 4, 2023 10:04 EST)</small>	12/04/2023
Signature	Date

BOE:

Joelle Bielski Printed Name	_____
 <small>Joelle Bielski (Dec 4, 2023 10:27 EST)</small>	12/04/2023
Signature	Date










MOU_AFSCME_Reclassified Positions and Bonus 12.4.23

Final Audit Report

2023-12-04

Created:	2023-11-29
By:	Danielle Peregoy (dperegoy@bcps.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAJy2dHTEG3PEGKTSyngGyBtHfEx_bvF7P

"MOU_AFSCME_Reclassified Positions and Bonus 12.4.23" History

-  Document created by Danielle Peregoy (dperegoy@bcps.org)
2023-11-29 - 7:58:25 PM GMT- IP address: 69.67.88.121
-  Document emailed to bepps@bcps.org bepps@bcps.org (bepps@bcps.org) for signature
2023-11-29 - 7:58:50 PM GMT
-  Email viewed by bepps@bcps.org bepps@bcps.org (bepps@bcps.org)
2023-12-04 - 3:04:20 PM GMT- IP address: 104.47.51.126
-  Signer bepps@bcps.org bepps@bcps.org (bepps@bcps.org) entered name at signing as Bryan A.Epps
2023-12-04 - 3:04:52 PM GMT- IP address: 69.67.83.46
-  Document e-signed by Bryan A.Epps (bepps@bcps.org)
Signature Date: 2023-12-04 - 3:04:54 PM GMT - Time Source: server- IP address: 69.67.83.46
-  Document emailed to Joelle Bielski (jbielski@bcps.org) for signature
2023-12-04 - 3:04:55 PM GMT
-  Email viewed by Joelle Bielski (jbielski@bcps.org)
2023-12-04 - 3:26:54 PM GMT- IP address: 104.47.57.126
-  Document e-signed by Joelle Bielski (jbielski@bcps.org)
Signature Date: 2023-12-04 - 3:27:08 PM GMT - Time Source: server- IP address: 173.10.166.121
-  Agreement completed.
2023-12-04 - 3:27:08 PM GMT