

MEMORANDUM OF UNDERSTANDING

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

BCPS Summer Programs Attendance Incentive for AFSCME Represented Employees

Whereas the Board of Education of Baltimore County and Council 67/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 execution of their critical duties in support of BCPS.

Now, therefore, the Parties agree to the following attendance incentive for twelve-month AFSCME represented employees in the Department of Facilities Management and Strategic Planning, the Office of Food and Nutrition Services, and the Office of Transportation. Ten-month AFSCME represented employees in the Office of Food and Nutrition Services and the Office of Transportation, including employees hired for summer work in the Department of Facilities Management, shall also be eligible to receive the attendance incentive.

The period for which the attendance incentive will be offered will be from July 3, 2023 to August 18, 2023 for all twelve-month AFSCME represented employees and those ten-month employees supporting the Department of Facilities Management, and those bus drivers and bus attendants providing service to and from non-public schools. The period for which the incentive will be offered for all other ten-month AFSCME represented employees in the Office of Food and Nutrition Services and the Office of Transportation will be for the duration of the summer academic program, beginning July 5, 2023 through August 4, 2023.

The Parties agree that to be eligible for a five hundred dollars (\$500) incentive, employees must report to work on-time every day for the period of summer work specified unless they are required to miss work due to a death of an immediate family member or close relative, jury duty, military duty, religious holiday, or quarantine mandated by the BCPS Office of Health Services.

The Parties agree that for twelve-month AFSCME represented employees in accordance with Article XI, Holidays and Article XII Vacations, those listed, shall be treated as hours worked and shall not count as absences. Urgent Personal Business, Personal Illness, Family Illness, and/or any other leave not explicitly noted above shall disqualify the employee from the incentive.

This Memorandum represents the only AFSCME attendance incentive in which employees are eligible for the months of July and August 2023; should the Board and AFSCME agree on any other attendance incentive for the 2023-2024 school year, they will not be effective until September 1, 2023.

The Parties further agree that AFSCME represented employees who report to work on time every day between the summer work's start and end date as stipulated above shall qualify for this

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incentive. It is further agreed that supervisors shall complete the AFSCME Summer Incentive Form with the names of qualifying employees and shall submit it to the Office of Payroll before August 29, 2023, so that it may be included in the September 8, 2023, pay.

This MOU expires on August 29, 2023.

AFSCME:

Bryan Epps
Printed Name

Bryan Epps Mar 28, 2023
Signature Date

BOE:

Joelle Bielski
Printed Name

Joelle Bielski Mar 28, 2023
[Joelle Bielski \(Mar 28, 2023 12:33 EDT\)](#)
Signature Date

MOU AFSCME 2023 Summer Incentive

Final Audit Report

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