Memorandum of Understanding
between
Board of Education of Baltimore County
and
Council 67/Local 434 of the American Federation of State, County, and Municipal Employees, (AFSCME)

Employee Incentives

Whereas, the Board of Education of Baltimore County (Board) is faced with unusual staffing challenges in the 2021-2022 school year, and

Whereas, the Board, 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 the Board.

Now therefore, the Parties agree to the following incentives for AFSCME represented employees:

Monthly Attendance Reward of fifty dollars ($50)
- Staff will be rewarded for on-time attendance every day for each assigned shift.

Employee Sign-on Bonus Program of two hundred and fifty ($250)
- One hundred and twenty-five dollars ($125) payout if candidate begins training within 45 days of recruitment.
- One hundred and twenty-five dollars ($125) payout, after completion of the probationary period.

Employee Referral Program of two hundred and fifty ($250)
- One hundred and twenty-five dollars ($125) payout upon referred candidate’s hire and successful completion of the probationary period.
- One hundred and twenty-five dollars ($125) payout upon the referred candidate’s one year anniversary.

Employee Trade-in of Urgent Personal Business Days for Winter and/or Spring Break
- Allow employees to utilize their Urgent Personal Business Days during Winter and/or Spring Break.

Retention Bonuses

During COVID-19, Baltimore County Public Schools’ AFSCME employees have gone above and beyond to support the community and learning the impact of this pandemic. This began with meal deliveries using school buses to the community, food and nutrition staff ensuring that families received needed meals and continues today with reduced staff ensuring that buildings remain safe and clean for a return to in person learning.
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A Retention bonus of one thousand dollars ($1,000) shall be paid to all AFSCME represented employees. Said bonus shall be paid in two equal installments (December and June) and are in recognition for AFSCME represented employees’ efforts and commitment to Team BCPS.  

Shift Differential  

To combat the driver shortage, BCPS drivers and attendants have been taking on additional routes. At times doubling and tripling back to ensure that students are safely transported to and from school. These additional routes are undertaken during their “standby” time. In recognition of this additional work, drivers and attendants will receive a two dollar ($2) per hour shift differential for the remainder of the 2021-2022 school year.  

This Memorandum of Understanding will expire on June 30, 2022.  

AFSCME:  

Bryan Epps  
Printed Name  
Bryan A Epps  
Signature  
11/10/2021  
Date  

BOARD:  

George M. Duque  
Printed Name  
George M Duque  
Signature  
11/10/2021  
Date