

Master Agreement

between the

Board of Education of Baltimore County

and the

**Educational Support Professionals of Baltimore County
(ESPBC)**

July 1, 2020 – June 30, 2023

Updated July 1, 2021

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DEFINITIONS

The following terms used in the Agreement refer to the definitions as listed below unless otherwise stipulated:

1. Board – The Board of Education of Baltimore County.
2. Association – Education Support Professionals of Baltimore County (ESPBC).
3. Employee – All unit members represented exclusively by the Association as defined in Article 1, Recognition.
4. Negotiations Law – Title 6, Subtitle 5 of the Education Article of the Annotated Code of Maryland.
5. Grade – A level in the salary schedule with a common pay range for all jobs assigned thereto.
6. Job, Job Classification, Classification – A group of positions sufficiently alike to warrant the use of the same title, specifications, and grade. All paraeducators are considered in the same classification regardless of category, e.g., paraeducators, special education paraeducators.
7. Position – A collection of tasks, duties, and responsibilities regularly assigned to and performed by a single individual; a position may be vacant or occupied.
8. Balanced Staffing – Is that which provides employees who have the necessary qualifications for the position and who vary in race and gender.
9. CNDWD – Compensable Non-Duty Week Days – Weekdays falling within the 217 weekdays in the school year that are not holidays or ten-month teacher duty days.

ARTICLE 1
Recognition

The Board of Education of Baltimore County recognizes the Education Support Professionals of Baltimore County, Inc. (ESPBC), as the exclusive bargaining representative for all employees in the bargaining unit on all matters related to wages, hours, and other working conditions. This recognition is granted in accordance with the provisions of Title 6, Subtitles 5 of the Education Article of the Annotated Code of Maryland.

The Association agrees to represent fully, without discrimination, all employees in the bargaining unit.

ARTICLE 2
Board's Rights

2.1 Legal Authority

The Board on its own behalf, and on behalf of the citizens of Baltimore County, retains and reserves unto itself, without limitations, all powers conferred upon and vested in it by the laws and Constitution of the State of Maryland and/or the United States.

2.2 Managerial Rights

Subject to the provisions of this Agreement, the Board through its administrative staff, shall be free to exercise all of its managerial rights and authority to the extent permitted by law.

2.3 Subcontracting

The Board shall have the right to subcontract work beyond the existing staffing allocations. Work that is normally performed by members of the bargaining unit who are covered by this agreement shall not be subcontracted to organizations and/or workers not covered by this agreement unless there is a substantial business or professional reason for so doing.

ARTICLE 3
Association's Rights, Privileges, and Responsibilities

3.1 Members' Protection

There will be no reprisals of any kind taken against an employee as a result of his/her proper exercise of authority and responsibility in performing assigned duties, membership in the Association, participation in any of its legal activities, or participation in the grievance procedure provided in this Agreement.

3.2 Leave for Association Business

Any employee elected or duly appointed by the Association may with proper application and permission from the Department of Staff Relations and Employee Performance Management, be granted release time to conduct Association business and/or attend official or professional meetings. The Association shall provide the costs of substitutes for officers or representatives granted release time when the purpose is primarily to promote Association work and the hiring of a substitute is appropriate, as determined by the Department of Staff Relations and Employee Performance Management.

The president of the Association shall at the request of the Association be granted a leave of absence without pay during his/her term of office. During the president's term of office, his/her place on the salary scale will advance at the rate of an employee on active status.

3.3 Association Representative Visits

In order for the Association to properly fulfill the terms of the Agreement for the benefit of all employees and the welfare of the school system, duly authorized representatives of the Association shall be permitted to meet with employees and transact Association business on school property, if, in the judgment of the appropriate administrator, there is no interruption to the work schedule. Upon the representative's arrival at any school, he/she will notify the school office of his/her presence and, if requested, confer with the appropriate administrator or his/her designee in order to facilitate the visit.

The time for meetings between Association representatives and administrators shall be established by mutual agreement.

3.4 Use of Facilities

The Association shall have the right to use school buildings for any lawful, noncommercial purpose without cost except for necessary expenses incurred as a result of the activity. Such use shall be by prior arrangement with the principal and with no interference to normal school operation.

The Association shall have the right to use school facilities and all office, reproduction, and audiovisual equipment, at reasonable times, when such equipment is not otherwise in use and provided the user is qualified to operate the equipment and has obtained the approval of the principal or his/her designee. The Association shall pay for costs of all materials and supplies incidental to such use and shall be liable for any damage resulting from such use.

3.5 Bulletin Boards

Space on a bulletin board shall be provided by the Board for the use of the Association. The location of the bulletin board space shall be determined by the principal, in consultation with the Association.

3.6 Interschool Mail

The Association may use the interschool mail delivery service to distribute official Association material. The Board reserves the right to refuse to deliver any materials or communications which it deems to be illegal or libelous. Individually addressed correspondence shall be handled in a confidential manner.

3.7 Payroll Deduction, Dues

Employees may join the Association at any time by completing a membership application. The Board agrees to collect Association dues through payroll deduction from employees who complete a membership application. The association will notify the Office of Payroll in writing of new association members.

The Association will determine the dues amount on an annual basis and inform the Office of Payroll of the rates and the effective date. In accordance with the Office of Payroll's deduction schedule, the Board shall deduct all Association dues (ESPBC/MSEA/NEA) from the pay of each employee provided that, at the time of the deduction, the Board has been provided a copy of a signed membership application authorizing said deduction. The Association shall notify the Board each year by September 30 of employees whose authorization for dues deduction has been revoked. Dues collected from employees who appropriately have withdrawn their membership will be returned to the employee.

The Office of Payroll will deduct the unpaid balance of dues from the final pay of members who separate from service or the balance of one-half year dues if the employee separates prior to January 1 (for 12-month employee) or February 1 (for 10-month employee). No unpaid balance will be deducted from the employee's final pay if the separation is due to death, retirement, or an unpaid leave of absence.

Upon returning from an approved leave, all employees who were previously members will have appropriate dues deductions automatically reinstated, provided the employee has not cancelled his/her membership as described above.

Employees who are no longer represented by the Association will have their dues deduction to the Association stopped unless the employee notifies the Office of Payroll that he/she wants the deduction to continue.

3.8 Payroll Deduction, Other

The Board shall provide for payroll deduction of the following coordinated programs;

- a. The Board shall provide employees with a list of approved tax sheltered annuities and custodial companies. The selection of annuity and custodial account companies shall be made in consultation with representatives of the Board's bargaining units.
- b. The Board shall provide for direct deposit through the Automated Clearing House.
- c. First Financial Federal Credit Union.
- d. KidCare.
- e. When a payroll deduction slot, which has been available for KidCare or other Association sponsored programs is no longer endorsed by the Association, that slot may be eliminated following proper notification to the Association and the existing user(s).

3.8.1 Any alteration of the payroll deduction procedures for the above carriers shall be by mutual agreement of the Association and the Board. The Board agrees to meet with the Association upon two (2) weeks' notice from the Association to negotiate the substitution of new carriers for any of the above named carriers.

3.8.2 The Board agrees to stop payroll deductions to an insurance or mutual fund company within thirty (30) days of receipt of a written notice from an individual employee. However, the employee shall save the Board harmless from any fiscal liability arising from the cessation of deductions.

3.9 Board Meetings

The Association will be mailed a copy of Board meeting agendas prior to meetings. In order to present a proposal to the Board, the Association shall, upon request to the Superintendent, be included on the agenda of the next Board meeting. An official representative of the Association may be recognized during Board meetings to offer comments germane to matters under consideration which would affect employees.

The Board agenda and exhibits (except those which cannot be released pending Board action, e.g., appointment of personnel) shall be sent to the Association prior to each regular meeting of the Board and the approved minutes of each meeting of the Board shall be posted to the BCPS website.

3.10 Telephone

Using office telephones for official Association business or matters relating to this Agreement is permitted. No toll calls shall be permitted outside of the county, and local calls relating to the administration of the office shall be given preference, in the judgment of the appropriate administrator.

3.11 New Employees

The Board will provide the Association with a monthly report of available information on all unit eligible employees. The report shall include the employee's name; date of hire; position classification; home and work addresses where the employee receives interoffice or U.S. mail; home and worksite telephones; personal cell phone number; work e-mail addresses; and salary schedule placement.

3.11.1 The Association shall be provided advance notification of the date(s) and time(s) of new employee orientation meetings. In collaboration with the Division of Human Resources, Association representatives shall be provided time to attend, distribute, and explain Association membership information.

3.12 Employee Lists

As soon as possible, but no later than October 15 of any school year, the Board shall provide the Association with a list of all employees that shall include their names, job title, and building assignments.

3.13 Communication from Staff

As an external stakeholder, the Association shall have access to the BCPS News Hub or comparable program/site.

3.14 ESPBC Association Representatives

ESPBC Association Representatives shall have the privilege of:

- a. Placing Association materials and those of MSEA and NEA in employees' mailboxes.
- b. Announcing Association meetings immediately following school/office announcements on the intercommunications system.
- c. Posting notices and materials on the Association bulletin board.
- d. Conducting polls, gathering information, recording membership votes, conducting elections, and other business necessary to the effective function of the Association in the school.
- e. Conferring with employees about problems, concerns and grievances, and advising employees of their rights and privileges under the terms of this Agreement, providing such activity does not interfere with the program of instruction.

3.14.1 When the building roster has been compiled by the principal or office head for normal use by the school and office, copies shall be made available to a representative of the Association.

3.14.2 ESPBC Association Representatives and members of the Board of Directors of the Association shall be permitted at least once a month to leave their work locations in time to drive to 4 p.m. meetings of the Association.

3.15 Exclusive Rights

For the duration of this Agreement, the rights and privileges enumerated in Article 3 shall not be accorded to any other association seeking to represent employees under Title 6, Subtitle 5 of the Education Article of the Annotated Code of Maryland.

3.16 Save Harmless

The Association shall indemnify and save the Board harmless against any and all claims, demands, suits, and other liabilities arising from acts of commission or omission by the Association or its agents in respect to the provisions of items 3.7 and 3.8 of this Article, and particularly in reliance of any list, notice of assignment furnished by the Association or its agents under any of the preceding provisions of items 3.7 and 3.8 of this Article.

3.17 Labor-Management Meetings

Labor-management committees shall be created for the divisions within Central Office (e.g. Community Superintendents, Human Resources, Business Services, Curriculum and Instruction, Organizational Effectiveness, Research, Accountability and Assessment, etc.) for the purpose of discussing work-related issues.

The committees shall consist of the union president or his/her designee and one (1) additional union-eligible member from the respective division and an equal number of representatives from the Board.

Meetings shall be held at least quarterly or at the request of the union and/or the Board. The divisions and the union shall provide each other with agenda topics two (2) weeks prior to the mutually agreed upon scheduled meeting. The labor-management committee meeting will not replace regular negotiations.

Union representatives shall be provided adequate travel and release time to attend labor-management committee meetings.

ARTICLE 4 Negotiations Procedures

4.1 Designation of Negotiators

Prior to September 15 of each year, the Board and the Association shall each designate in writing, to the other, the name of the chairperson of its negotiating team.

Prior to September 15 of each year, the Board and the Association shall each designate in writing, to the other, not more than four (4) other official representatives to serve on its negotiating team. The negotiating teams of the Board and the Association may have four (4) consultants in attendance at any time during the negotiating sessions. By mutual consent, the number of consultants on any given subject may be expanded. Notwithstanding the above requirement, the Board and the Association shall retain the right to replace the chairperson or members of their teams at their individual discretion.

4.2 Proposals

Requests by the Association and the Board to amend the existing Agreement must be submitted in writing no later than September 30 of each school year in which the contract expires.

4.3 Time Limit - Impasse

Negotiation of all items submitted must be completed by November 30, unless the impasse procedure provided in Title 6, Subtitle 5 of the Education Article of the Annotated Code of Maryland is used.

Should either party suggest an impasse, the procedures as provided in Title 6, Subtitle 5 of the Education Article of the Annotated Code of Maryland relating to impasse shall be followed.

If the parties are unable to agree upon a third panel member or obtain a commitment to serve within the specified period, a request for a list of qualified panel members shall be made to the American Arbitration Association. All costs involving the neutral party shall be shared by the Board and the Association.

If the panel is activated, said panel shall within thirty (30) calendar days render a report setting forth its recommendations for the resolution of the impasse. The parties agree to cooperate with the panel and provide such information and assistance as it may request.

4.4 Ratification

Following the completion of the regular negotiating session, an agreement shall be signed by the respective negotiating teams and shall be submitted to the parties for ratification.

If the Agreement is not ratified by the respective bodies, either party may make recommendations for renegotiation. Either party may initiate a meeting for this purpose upon seven (7) calendar days' notice. This time may be reduced by mutual consent.

4.5 Meetings

Meetings during the regular negotiating period shall be scheduled by mutual consent. Either negotiating team may initiate such a meeting within five (5) calendar days' notice, in the absence of mutual consent. This provision shall prevail during a period of impasse as defined in Title 6, Subtitle 5 of the Education Article of the Annotated Code of Maryland.

4.6 Emergency Items

Emergency items may be negotiated other than during the regular negotiating period, upon the mutual consent of both the Association and the Board.

4.7 Meeting Places

Meeting places for negotiating shall be selected by members of the respective negotiating teams without restriction, except that reasonable steps shall be taken to assure privacy of discussion.

4.8 Fiscal Renegotiation

If the Baltimore County fiscal authorities, in exercising their authority under the law, reduce the budget recommendations of the Board, and such action makes it necessary for the Board to reduce one or more items that have been negotiated, such items and all other negotiated items that are dependent upon budget funding shall be subject to renegotiation. In the event that such negotiations are mandated, the parties agree to meet as soon as possible after the action of the fiscal authorities, but no later than ten (10) calendar days after the County Council adopts the operating budget and they agree to complete such renegotiation within five (5) calendar days.

If the parties are unable to reach agreement within five (5) calendar days, the impasse procedure provided by law shall be employed with the mutually agreed upon restriction that this impasse procedure shall not exceed ten (10) calendar days. This subsequent Agreement, including items agreed upon in the period of renegotiation, shall be direct and binding on all matters stated and referred to herein.

4.9 Distribution of Agreement

Upon ratification of this Agreement, both parties shall prepare the final text of the ratified Agreement. Each party shall be responsible for the posting of the Agreement to their respective internet site.

4.10 Non-Arbitrable

A dispute related to this Article is not subject to arbitration.

ARTICLE 5 Grievance Procedure

5.1 Definitions

- a. **Grievance:** A complaint by an employee, or, in the event of an action affecting Association rights, the Association concerning the interpretation, application or alleged violation of an express provision of this Agreement.
- b. **Grievant:** The person or persons, or Association filing a grievance.
- c. **Days:** Refers to duty days unless otherwise specified.
- d. **Time Limits:** If the employer fails to answer within the time limits provided, the grievance may be appealed to the next step. If the grievant fails to appeal within the time limits provided, it shall be deemed as acceptance of the employer's disposition of the claim. Time limits may be extended by mutual agreement in writing.
- e. **Class Grievance:** A general violation, misinterpretation, or misapplication of the Agreement that directly affects three (3) or more bargaining unit members.

5.2 Purpose

It is the intent of the grievance procedure to find equitable solutions to complaints or problems at the lowest possible administrative level. Both parties agree that these proceedings will be kept informal and confidential at all levels of the procedure. Nothing herein contained shall detract from the right of an employee to discuss any matter with his/her immediate supervisor or any other appropriate administrative officer. At any level of the grievance procedure, the grievant will be granted release time without loss of pay to attend level hearing if such are scheduled during the grievant's working hours. An employee may not utilize both the grievance procedure contained herein and the administrative appeal procedure to challenge the same alleged violation.

5.3 Procedure

- A grievance shall be presented in writing on the prescribed form and may contain pertinent information such as:
- a. name(s) and position(s) of the grievant(s);
 - b. a reference to the express provision(s) of this Agreement allegedly violated, misinterpreted or misapplied;
 - c. a description of how the article(s) was violated, misinterpreted or misapplied and the facts involved, including relevant dates;
 - d. the corrective action requested.

Informal Level - Within fifteen (15) days of the event giving rise to the complaint, or within fifteen (15) days from the date that the employee could reasonably be expected to have knowledge of the complaint, he/she shall discuss, either orally or in writing, his/her grievance with his/her supervisor. Both parties will make efforts to solve the grievance at this informal level. The employee may have representation at this informal level of the grievance procedure at any meeting initiated by the employee.

Level I - If the grievance has not been satisfactorily resolved at the informal level, a written grievance may be presented on the appropriate form to the appropriate Assistant Superintendent, Executive Director, or other Administrator within ten (10) days following the reply at the informal level or thirty (30) days of the event if no reply is received at the informal level. If a grievance hearing is to be conducted it shall be scheduled (not necessarily held) within ten (10) days of receipt of the grievance by the Assistant Superintendent, Executive Director, or other Administrator. The Assistant Superintendent, Executive Director, or other Administrator shall within fifteen (15) days or after the grievance meeting, if held, inform the grievant as to the disposition of the claim.

Level II - If the grievance is not settled at Level I, the grievant may move to Level II by written notice to the Superintendent or a designated representative within ten (10) days.

If a grievance affects a group or class of employees, the Association may initiate the grievance process at Level II by submitting such grievance in writing directly to the Superintendent within fifteen (15) days of the event giving rise to the complaint or within fifteen (15) days from the date that it could reasonably be expected to have knowledge of the complaint.

If a grievance hearing is to be conducted it shall be scheduled (not necessarily held) within ten (10) days of receipt of the grievance by the Superintendent or his designee. The Superintendent or a designated representative shall within fifteen (15) days or after the grievance meeting, if held, inform the grievant as to the disposition of the claim.

Level III - If the grievance is not settled at Level II, the Association, at the request of the grievant, may move the matter to arbitration. If such action is determined, the Association shall notify the Superintendent of its intent to appeal to arbitration within ten (10) days of receipt of the Superintendent's disposition of the claim¹.

5.3.1 Within ten (10) days after such notification of submission to arbitration, the Board and the Association will attempt to agree upon a mutually acceptable arbitrator and obtain a commitment from said arbitrator to serve and hold a hearing within thirty (30) days. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to the American Arbitration Association by either party. The parties will then be bound by the rules and procedures of the American Arbitration Association.

5.3.2 The jurisdiction and authority of the arbitrator and his/her opinion and award shall be confined to the express provision or provisions of this Agreement at issue between the Association and the Board. The arbitrator shall have no authority to add to, alter, detract from, amend, or modify any provision of this Agreement, or to make any award which will in any way deprive the Board of any of the powers delegated to it by law. The parties further agree to accept the arbitrator's award, in writing, as final and binding on the aggrieved employee or employees, the Association and the Board.

5.3.3 The arbitrator's decision shall be made within thirty (30) days of the conclusion of the presentation of the case. The cost for the services of the arbitrator shall be shared equally by the parties.

5.4 Grievance forms and attendant papers shall not be placed in an employee's personnel file which is kept in the Department of Personnel, and/or the employee's work location.

5.5 An employee may be represented at each formal level of the grievance procedure by the Association.

ARTICLE 6

Employee Rights and Working Conditions

6.1 Just Cause

No employee will be discharged, disciplined, reprimanded, reduced in rank or compensation, or deprived of any employment advantage without just cause. Inherent in the concept of just cause is "corrective counseling and progressive discipline." Progressive discipline is generally applied sequentially and consists of corrective counseling, warning letter, official letter of reprimand, suspension, and discharge. Early steps may be skipped depending on the nature and the severity of the infraction.

6.2 Non-Discrimination

The provisions of this agreement shall not be applied in a manner arbitrary, capricious, or discriminatory in regard to race, creed, religion, color, national origin, age, sex, mental or physical impairment, sexual orientation, or marital status.

6.3 Personal Life

The personal life of an employee shall be the concern of and warrant the attention of the Board only as it may directly prevent the employee from properly performing his/her assigned functions during duty hours.

The participation or nonparticipation in religious, political, or employee association activities of an employee conducted outside duty hours and off school property shall not be grounds for disciplinary action or for discrimination with respect to his/her employment.

The Association may disseminate information to its members.

6.4 Charitable Contributions

No individual office quotas for charity campaigns will be established. Employees who do not plan to contribute do not need to return pledge cards.

6.5 Procedure in Case of Threat (Assault) and/or Physical Attack (Battery)

Any case of threat (assault) and/or physical attack (battery) upon a staff member while acting within the scope of her/his duties shall be promptly reported to her/his administrator/office head. The scope of the employee's duties in such cases shall be defined to include any extracurricular activity or duty, whether school-sponsored or PTA-sponsored.

Administrators shall proceed in accordance with the **Critical Response and School Emergency Safety Management Guide, Workplace Violence: Guidelines for Administrators Dealing with Threat and Physical Attack on a Staff Member.**

6.5.1 The administrator shall share with the employee all information relative to the immediate threat and/or physical attack relating to the persons involved, that is not legally prohibited, and will act in appropriate ways as liaison between the employee(s), the police, and the courts. The administrator, supervisor, Assistant Superintendent, or a member of the Superintendent's staff will appear with the employee at any consequent hearing.

Staff members shall report to the appropriate administrator any threats of civil or criminal action against them arising out of and in the course of their employment. Union members are also encouraged to contact their Association.

6.6 Property Loss - Assault

In the event that an employee has any clothing or other personal property damaged or destroyed as the result of an unwarranted assault suffered in the course of his/her employment, the Board shall reimburse the employee the cost of repair or replacement value of such property, less any benefit from Workers' Compensation or insurance. This benefit shall have a five dollar (\$5.00) minimum clause.

6.7 Property Loss - General

The Board shall assume liability for the value of personal property destroyed, lost or damaged on their property as a result of an accident, vandalism, or theft under the following circumstances:

- a. The property was being used in performing duties as an adjunct to job related employment activities.
- b. The employee submitted a Personal Property Approval Form to the administrator and authorization was given to bring the equipment to work for a specified length of time.
- c. A current appraisal indicating the value of the item was filed with the administrator at the time of the initial request.
- d. Authorization and appraisal was renewed annually.
- e. No coverage shall exceed one thousand five hundred (\$1,500) dollars.

Such coverage shall not apply if the negligence of the employee contributed to the loss.

6.8 Tuberculin Tests and Flu Shots

The Board shall make available, without cost to the employee, tuberculin tests, and flu shots.

6.8.1 The Board shall make hepatitis B vaccine available at no cost to any employee who has been exposed to body fluids of a known carrier or body fluids of a student who has not been tested.

6.9 Health and Safety

6.9.1 The Board agrees that it shall maintain safe, sanitary, healthful working conditions and shall comply with state and federal regulations pertaining to such items.

6.9.2 Staff members shall contact their administrator or supervisor when, in their judgement, any room, building, or area presents an unhealthy or unsafe working condition. The administrator or supervisor shall contact duly qualified personnel within five (5) duty days of the report and request a timely inspection.

6.9.3 As information regarding the inspection by duly qualified personnel is shared with the administrator or supervisor, it will be shared within three (3) duty days with the initiating party.

6.9.4 If the initiating party has concerns with or questions about the information shared, he/she shall submit those concerns/questions in writing to the administrator or supervisor for forwarding to the executive director of the Department of Facilities Management or the manager of the Office of Employee Absence and Risk Management. The appropriate office will provide a written response to the administrator/supervisor within fifteen (15) duty days of receipt of the inquiry.

6.9.5 Upon request of the initiating party to the administrator/supervisor, the Work Order Request Status List shall be made available for review.

6.9.6 If it is determined that a room should be closed due to health, safety, or conditions unsuitable for working, the administrator or supervisor shall confer with the affected staff to determine the amount of time and resources needed in order to pack materials and reconstitute the classroom or work space.

6.9.7 Employees, in collaboration with the administrator/supervisor, shall be provided access to secured storage for their personal property.

6.9.8 Workplace Bullying

The Association and the Board consider workplace bullying unacceptable and will not be tolerated under any circumstances. Workplace bullying is persistent, repeated, or ongoing behavior that follows a pattern. It is the health-harming mistreatment of one or more persons by one or more perpetrators. It can be verbal abuse or abusive conduct that is threatening, humiliating, intimidating, and prevents work from getting done. Any employee who believes he or she is being bullied in the workplace shall submit a formal complaint to the Office of Employment Dispute Resolution.

6.10 Transportation of Students

Employees will not be required to transport students.

6.11 Parking

Parking facilities will be provided at each location for employees at no cost to the employee. Handicapped parking shall be provided.

6.12 Seniority

Seniority shall be computed from the original date of hire or the adjusted hire date if applicable in the bargaining unit. The adjusted hire date shall be established by advancing the original date of employment in the bargaining unit a span of time equivalent to the employee's non-creditable service which shall have resulted from unpaid leave or layoff. Employees shall be notified in writing of any changes made in their adjusted hire date at the time of the adjustment. Former employees who return within twelve (12) months of their separation shall also have an adjusted hire date.

6.13 Progressive Discipline

Disciplinary action or measures shall consist of: corrective counseling, warning letter, official letter of reprimand, suspension and discharge.

Progressive discipline is generally applied sequentially and consists of: corrective counseling, warning letter, official letter of reprimand, suspension and discharge. In incompetency dismissal cases, however, suspension will not normally be a step in the process and demotion will be considered prior to discharge.

Whenever possible, progressive discipline is to be utilized; however, where the offense is deemed to be of a severe enough nature, preceding steps may be waived.

Except in those instances in which an employee has requested an Association building representative to represent him or her, no employee shall be reprimanded in a manner that will embarrass the employee before other employees, students, or the public.

Any disciplinary action or measure imposed is subject to the grievance and administrative appeal process.

6.13.1 Discharge

Any employee found to be unjustly suspended or discharged shall be reinstated with full compensation for all lost time and with full restoration of all rights and conditions of employment.

Formal evaluation as described in Article 15 shall be the basis for termination for incompetency. A regular employee shall be given appropriate assistance and a reasonable period of time to show improvement. Before termination can be recommended, a second evaluation shall be prepared and shared in a conference with the employee. Employees shall be given two (2) weeks' notice prior to termination.

6.14 Employee Assistance Program (EAP)

6.14.1 Employees shall be directed in writing to complete EAP non-voluntary activities.

6.14.2 Employees shall be afforded other board business time to complete any directed (non-voluntary) EAP requests and activities. Sessions shall be scheduled at the beginning of or prior to the end of the duty day.

6.14.3 Employees may not be directed to complete EAP requirements outside of their workday.

6.14.4 Employees who voluntarily choose to complete any EAP requirements outside of their workday shall not be compensated.

6.15 Professional Growth

Representatives of the Board shall meet with representatives of the Association semi-annually to discuss suggestions for and location of in-service courses and other professional growth activities. The Board agrees to provide high quality in-service courses and/or staff development workshops for paraeducators and office professionals, with appropriate follow-up. Special consideration will be given to creating professional development opportunities that assist employees in becoming highly qualified. In addition, employees shall be allowed to apply for in-service courses provided for teachers. The Association shall appoint one (1) ex officio member to the office professional committee and one (1) ex officio member to the paraeducator committee responsible for the Professional Development Conference Allowance (PDCA) process.

6.15.1 When practicable, BCPS shall provide an annual systemwide professional development day for unit members that is planned in collaboration with the Association.

6.15.2 An employee, who desires to attend professional development opportunities including but not limited to faculty meetings, department meetings, or grade level meetings that occur outside the employee's regular duty day, may do so if their administrator/supervisor approves their attendance and allows the employee to flex their work schedule.

6.16 Dispensing Medication

No unit member other than the health assistant shall be required to dispense medication.

6.16.1 Employees who volunteer shall be trained in accordance with the Maryland State School Health Services Guidelines.

6.17 Representation

When a meeting with an employee is being convened for the purpose of discipline (i.e. Warning Letter, Official Letter of Reprimand, suspension, demotion, or discharge) or for the purpose of being interviewed as part of an investigation, the employee shall be advised of his/her right to representation prior to the beginning of any such conference or meeting and shall be given two (2) duty days to arrange for representation.

6.18 School-Based Participatory Decision Making

In any school where school-based participatory decision making is occurring, opportunity for involvement of employees shall be provided as appropriate.

6.19 Substituting

No office professional or paraeducator shall be required to substitute for a teacher except in case of emergency. All substitute requirements for bargaining unit employees shall be filled through the Department of Human Resources. Employees shall not be required to obtain their own substitute.

6.19.1 In non-emergency situations, paraeducators shall not be assigned as a substitute when they do not desire to assume the responsibility.

6.19.2 A paraeducator may cover for teachers involved in such activities as team conferences for short periods of time, i.e. up to a maximum of three (3) hours during the duty day and shall not be used for full-day coverage.

6.20 Planning/Collaboration

Every effort shall be made to afford paraeducators time on a weekly basis to participate in instructional planning with the teachers they support.

ARTICLE 7 Working Hours and Conditions

7.1 Duty Year

Ten-month Employees: The duty year for ten (10) month office professionals and for ten (10) month paraeducators shall consist of the same duty days as ten (10) month teachers, and shall include all holidays listed in Article 12. School-based office professionals/clerical employees do not work when schools are closed for winter or spring break.

Twelve-month Employees: The duty year for twelve (12) month office professionals shall consist of all weekdays between July 1 and June 30 including paid holidays. Central office employees will not be required to work more than two (2) of the days that the office is open when schools are closed for winter holiday and spring vacation, or other extended school closings except those necessitated by inclement weather or national emergency. Every effort will be made to obtain coverage on a volunteer basis. The schedule for these employees, to be worked out by the department heads, shall assure that an adequate staff is available at all times to carry out business operations. Central office employees shall be given compensatory time for any time worked during the winter holidays or spring vacation, or other extended school closings, except those necessitated by inclement weather or national emergency. School-based office professionals/clericals do not work on days when schools are closed for winter or spring break.

7.2 Normal Duty Hours

The paraeducators', interpreters', physical therapy and occupational therapy assistants' duty day shall be six and three-quarter ($6\frac{3}{4}$) consecutive hours, not including an unpaid duty-free lunch period of thirty (30) minutes (see Section 7.5 re: breaks). The central office employees' duty day shall be seven and one-half ($7\frac{1}{2}$) hours, not including an unpaid duty-free lunch period of forty-five (45) minutes (see Section 7.5 re: breaks). Flexible hours for central office may be established by mutual agreement between the employee and the employee's supervisor. School based office professionals' duty day shall be seven and one-half ($7\frac{1}{2}$) consecutive hours, not including an unpaid duty free thirty (30) minute lunch period (see Section 7.5 re: breaks). Whenever possible, the hours of a part-time employee shall be established by mutual agreement between the employee and the appropriate administrator; however, the needs of the instructional program must be given priority.

7.3 Overtime

Any employee who obtains prior authorization from an appropriate administrator/supervisor to work in excess of his/her normal schedule shall be compensated by agreed upon compensatory time hour for hour or by cash payment as follows:

- a. Up to forty (40) hours per workweek - (1) cash payment-employee's hourly rate or (2) compensatory time-hour for hour.
- b. Hours in excess of forty (40) hours per workweek - (1) cash payment-time and one-half employee's hourly rate or (2) compensatory time-one and one-half hours per hour.
- c. Any employee who earns compensatory time shall be provided the opportunity to use that compensatory time prior to the end of the school year for ten (10) month employees or the end of the fiscal year for twelve (12) month employees. Unused compensatory time shall be paid to the employee at the end of the fiscal year.

7.3.1 All overtime will be handled in accordance with the Fair Labor Standards Act and applicable Board policies and/or rules regarding the use and approval of overtime. All scheduled overtime shall be pre-authorized by the employee's immediate supervisor or appropriate administrator.

7.3.2 When the supervisor or administrator is unavailable to provide authorization and unexpected or unscheduled circumstances require work beyond an employee's normal duty schedule, compensatory time, in lieu of overtime cash payment, shall be given. In such instances, employees shall apprise their supervisor or administrator in writing of the time worked on the first duty day in attendance following the occurrence. Upon receipt of this notification, the supervisor or administrator shall acknowledge, approve, and submit the time worked for compensatory overtime.

7.4 Compensable Non-Duty Week Days (Ten-month Office Professionals and Paraeducators Only)

This concept of compensable non-duty weekdays is applicable to those employed as ten (10) month office professionals and paraeducators. Compensable non-duty week days are those days within the school year that are not holidays nor are they duty days. They are, however, days for which office professional employees and paraeducators are paid.

7.5 Breaks

Two breaks of approximately fifteen (15) minutes each, in addition to the unpaid duty-free lunch period, shall be provided each day. Breaks shall be scheduled with the employee's immediate supervisor. Upon approval of the employee's immediate supervisor and contingent upon the needs of the school/office, one or both break periods may be combined with the duty-free lunch period.

7.6 Inclement Weather

Schools closed. Upon notification to the appropriate administrator, twelve-month employees may be absent without loss of pay when schools are closed due to inclement weather. Their absence shall be charged, as determined by the employee, to compensatory time, personal business time, or vacation time for absences directly related to the inclement weather closing. If a worksite is inaccessible, as determined by the appropriate administrator, no leave shall be charged. If an employee's compensatory time, urgent personal business time, or vacation time is not sufficient to cover the inclement weather-related absence(s), then, the employee shall be unpaid for that time.

Ten-month employees may be absent without loss of pay and shall not be required to report to work when schools are closed due to inclement weather. No leave shall be charged.

Delayed opening. When there is a delayed opening of schools, ten-month paraeducators shall not be required to report sooner than fifteen (15) minutes prior to the delayed start of school. Ten-month office professionals shall not be required to report sooner than thirty (30) minutes prior to the delayed start of school. Twelve-month employees are expected to report to work on time when there is a delayed opening due to inclement weather; however, upon notification to the appropriate administrator, any twelve-month employee's delay in arrival or absence shall be charged, as determined by the employee, to his/her compensatory time, urgent personal business time, or vacation time. If a worksite is inaccessible, as determined by the appropriate administrator, no leave shall be charged.

If an employee's compensatory time, urgent personal business time, or vacation time (12 month employees only) is not sufficient to cover the inclement weather-related absence(s), then, the employee shall be unpaid for that time.

Early dismissal. When schools are closed early, ten-month paraeducators may leave at the time of the school closing or as soon as all students leave the building. Twelve and ten-month office professionals and twelve-month paraeducators are expected to remain on duty when there is an inclement weather related early dismissal; however, upon notification to the appropriate administrator, they shall be allowed to be absent without loss of

pay and their absence shall be charged, as determined by the employee, to their compensatory time, urgent personal business time, or vacation time (12-month employees only) for absences related to the early dismissal.

If an employee's compensatory time, urgent personal business time, or vacation time is not sufficient to cover the inclement weather-related absence(s), then, the employee shall be unpaid for that time.

ARTICLE 8

Absences and Leaves

The following leave regulations apply to all unit members. Terms used in this section are to be defined as follows:

- a. Appropriate Administrator: The professional employee to whom the individual reports.
- b. Calendar Days: All the days in the year, month, or pay period.
- c. Calendar Day Worked: The day on which the employee's shift began.
- d. Duty Days: The days an employee is scheduled to work.
- e. Non-duty Days: The days an employee is not scheduled to work; normally weekends, holidays, etc.
- f. Immediate Family: Father, mother, brother, sister, husband, wife, son, daughter, grand-mother and grandfather by blood (not marriage), father-in-law, grandson, granddaughter, mother-in-law, daughter-in-law, son-in-law, equivalent step family members, legal dependent, a person residing as a member of the household where the employee is making his/her home, or any other person so interpreted by the Board. Brother-in-law and sister-in-law are classified as immediate family for purposes of bereavement leave.
- g. Close Relative: Grandmother-in-law, grandfather-in-law, brother-in-law, sister-in-law, uncle by blood or marriage, aunt by blood or marriage, niece by blood or marriage, nephew by blood or marriage, equivalent step family members, or first cousin. By blood or marriage refers to the employee's relative by blood or marriage. For example, an aunt by blood is the sister of the employee's parents; an aunt by marriage is the spouse of the employee's uncle by blood.

8.1 Academic Activities

One (1) day shall be allowed for an employee to attend his/her own college commencement. The absence will be charged to urgent personal business leave.

One (1) day shall be allowed for employees to appear for examination for advanced degrees or professional licenses related to their employment. The absence will be charged to urgent personal business leave.

Utilization of this type leave requires one (1) week prior notification to the appropriate administrator in writing.

8.2 Adoption Leave

A full-time employee shall have six (6) weeks for adoption beginning with the day the child is received. The absence shall be charged to sick leave. If both parents are employed by the school system, they may divide the use of paid adoption leave between themselves or either one may use the full six (6) weeks.

8.3 Bereavement Leave

Up to four (4) consecutive duty days with pay, beginning with the day of death, or the first day after death are allowed if the death is in the immediate family. One (1) additional day with pay shall be allowed in those instances of delay of funeral, the need to travel excessive distances or when required by the tenets of a religious denomination. If further days are needed, urgent personal business leave may be used.

One (1) workday with pay shall be allowed to attend a funeral of a close relative. One (1) additional day with pay will be allowed in those instances of delay of the funeral, the need to travel excessive distances, or when required by the tenets of a religious denomination.

One (1) or more of the allowed bereavement leave days may be used at a time that is not immediately proximate to the date of death for a burial or a memorial service that occurs at a later date. In such unusual circumstances and with appropriate verification, flexibility in the use of the days shall be approved by the manager, Department of Staff Relations and Employee Performance Management.

The employee is required to submit to the appropriate administrator a letter or form stating the relationship, the date of death, the date of the funeral, and the dates of absence. An acceptable form of verification for bereavement leave will be any one of the following: obituaries, church programs, funeral home documents/materials, or state-issued death certificates.

8.4 Educational Leave

An employee with two (2) or more years of satisfactory continuous service with the Board may be granted either a semester or year of educational leave for the purpose of furthering growth by means of further study or by other means as approved by the Superintendent.

8.4.1 Application for educational leave shall be made in writing prior to June 1, preceding the year for which the leave is required.

8.4.2 This leave is granted without pay.

8.4.3 Upon return from educational leave, the employee will receive the full yearly increment, provided he/she has fulfilled the plans approved by the Superintendent.

8.4.4 The number of educational leaves granted during any one (1) year will be decided in the best interest of the school system.

8.5 Legal Commitments and Transactions

Employees may be absent without loss of pay to serve on a jury. In the event that compensation is received for this duty, the employee will receive his/her regular salary less said compensation.

An employee who is issued a summons from a legally established court may be absent without loss of pay unless he/she is a defendant in court proceedings. If such employee defendant is not found to be guilty or, in a civil case, disposition is in favor of the defendant by the court, he/she shall be paid retroactively for time lost because of the summons provided verification of the verdict is provided within thirty (30) days of the absence.

8.6 Absence for Maternity

The parties hereto intend to comply fully with the provisions of the Pregnancy Discrimination Amendments of the Civil Rights Act of 1964, as amended. An employee who is pregnant may use accrued sick leave prior to and following the birth of the child, subject to medical documentation indicating the physician's determination that the employee refrain from employment due to a disability resulting from her pregnancy, childbirth, and/or complications thereof. An employee absent due to these reasons must return to work as soon as

she is physically able. The Board reserves the right to request medical documentation of her disability and of her physical ability to return to work.

An employee who selects this option and whose earned sick leave expires prior to the birth of the child, or the time she is able to return to work, may request an unpaid leave of absence for a period not to exceed six (6) months from the effective date of leave (last duty day worked). Should it become necessary to extend the leave beyond six (6) months, the employee's position will no longer be held. Reinstatement in an appropriate position will be made as provided in Section 8.14.

8.7 Child Rearing Leave

If an employee does not desire to return to her position as soon as she is physically able to do so, following the birth of a child, or a father wishes to remain home to rear a newborn child, he/she may apply for a child rearing leave under the following conditions:

1. Requests for Child Rearing Leave of Absence shall be made by completing and forwarding the form, [Application for Leaves of Absence and Conversions](#), to the appropriate administrator as soon as possible, but prior to the last day of work before the birth of the child. In the event of a premature delivery (before the completion of the thirty-seventh (37th) week), where the employee has not yet filed for leave, the [Application for Leaves of Absence and Conversions](#) must be received in the Department of Human Resources no later than thirty (30) days from the date of birth of the child(ren).

2. A Child Rearing Leave of Absence may be granted for a period of up to twenty-four (24) months following the birth of the child. Earned sick leave may be utilized by the mother on child rearing leave both prior to and after the birth of the child under the following conditions:

(a.) A statement by a doctor must be attached to the application stating the date the employee must stop work for medical reasons.

(b.) In the event that more than six (6) weeks earned sick leave is required after the birth of the child, the doctor must furnish an additional statement indicating a condition of continued disability.

3. A Child Rearing Leave of Absence may be granted for a period of up to twenty-four (24) months for the adoption of a child. Such leave becomes effective following the last day of employment. Earned sick leave may not be utilized during leave of absence for adoption.

4. Before she returns to duty, the mother may be required to present a doctor's certificate stating that she is able to resume her regular work.

5. The unused sick leave of an employee who has been granted a Child Rearing Leave of Absence will be held in abeyance until such time as he/she returns to active status.

8.8 Military Leave

a. All employees shall be provided leave to serve in the uniformed services, covering all categories of military training and service, including duty performed on a voluntary or involuntary basis and in time of peace or war in accordance with the Uniformed Service Employment and Reemployment Rights Act of 1994 (USERRA).

b. Short-term - Employees who lost time due to obligatory short-term emergency or annual unit training duty with the National Guard or military reserves may be granted leave with regular pay consistent with their official military orders up to a period of fifteen (15) working days per annum. During the fifteen (15) day period, accrual of benefits will continue. In order to implement this policy, the employee must present the Board with a copy of his/her military orders. In the absence of supporting documents, lost time due to military training or emergency duty shall be uncompensated. If a 10-month employee has an option as to when he/she participates in short-term duty, he/she shall do so at the time which has least conflict with his/her professional duties.

c. Active-duty - The Board will continue to pay its share of the health and dental benefits for the family of the employee called to active duty for up to one (1) year, provided the employee was enrolled in the appropriate coverage at the time of the order.

d. Extended active duty - Military leave may be granted to any employee entering one of the military services of the United States. Upon completion of his/her military obligation the employee shall, within a reasonable length of time, be reinstated to his/her previous position, one of similar scope and complexity, or to an advanced position for which the employee is qualified by virtue of his/her service, experience, and training. Where the employee is returned to his/her former job classification, the employee shall be entitled to all annual increments (allowable in his/her salary grade) for which the employee would have become eligible had his/her employment been continuous.

The above applies providing:

1. The returning veteran has been separated under honorable or general conditions. Veterans separated under other than honorable (undesirable, bad conduct, or dishonorable) conditions shall forfeit their rights under this policy.
2. The veteran applies for reinstatement within ninety (90) days of separation.
3. The service period has not been voluntarily extended beyond five (5) years total active duty since August 1, 1961.
4. The veteran is still qualified to perform the duties of his/her former position or one of similar scope and complexity.
5. It is possible and reasonable to reinstate the veteran. Should the type of work formerly performed by the veteran no longer be required by the employer, or should all suitable positions be filled, the veteran shall be considered for future suitable openings.
6. Employees who are ordered to extended active duty shall be compensated for lost time up to fifteen (15) working days.

e. Employees returning to the system from military leave shall be granted up to a maximum of five (5) years of salary credit.

f. Salary credit for military service for employees new to the system may be granted up to a maximum of two (2) years.

g. A reasonable effort shall be made to reinstate to a comparable position an employee who resigned to accompany a spouse while on military duty, provided that the employee had completed any probationary period in the system at the time of resignation. Service of the spouse shall not have been voluntarily extended beyond five (5) years total active duty and the employee must have applied for reinstatement within ninety (90) days of the separation of the spouse from service.

8.9 Urgent Personal Business Leave

a. Each employee shall be entitled to up to five (5) days per year for urgent personal business leave. With the exception of inclement weather, a written statement of intent to be absent shall be submitted to the principal (or other appropriate administrator) at least twenty-four (24) hours prior to the expected absence. The principal (or other appropriate administrator) may make exception to the twenty-four (24) hour requirement in case of demonstrated need.

Urgent personal business leave must be used only to conduct personal business of any nature that cannot be scheduled on a non-duty day. Urgent personal business leave may not be used on consecutive duty days or on the first or last duty day of school for staff except with permission of the principal (or other appropriate administrator).

b. A personal business leave day may not be used immediately preceding or following a holiday except upon special permission by the appropriate member of the Superintendent's staff.

Absence for personal business leave shall not be charged to sick leave; unused urgent personal business leave shall be accumulated as rolled sick leave. Rolled sick leave shall be available during the year for use by the employee for making annual sick leave bank assessment contributions, if sufficient time is available in this category of leave. Employees who are members of the Maryland State Retirement and Pension System shall have all accrued rolled sick leave time included in the final calculation of accrued sick leave for creditable service made at the time of retirement. The only exception shall be that urgent personal business leave that is not used during the school year an employee retires shall not be applied to the previously noted creditable service calculation.

8.10 Special Religious Observance Leave

Employees are permitted a total of five (5) days for religious holidays. These days include two (2) paid religious observance leave days plus three (3) urgent personal business days of the five (5) days allotted in Article 8.9 of this Agreement. The two (2) days of religious holiday are not cumulative. The employee is required to submit one (1) week in advance to the appropriate administrator, a letter stating the intent to be absent on a duty day to observe a religious holiday.

In determining religious holidays beyond the five (5) days allowed, the Superintendent of Schools will request verification from appropriate religious authorities of the requirement to be absent from the worksite to fulfill religious obligations. Should religious authorities verify that more than five (5) days are needed by the employee, the employee shall pay the substitute rate for the employee's respective position for the additional day(s). The day(s) shall not be subtracted from the employee's accumulated sick leave.

8.11 Sick Leave

Any employee needing to utilize sick leave must contact his/her immediate supervisor prior to or during the first hour of each day of absence, stating the necessity for the absence so that time records can be properly maintained, and work schedules realigned. Where a relatively long period of absence is anticipated, the employee need only contact his/her supervisor on the first day of the absence but must state at the time the estimated date of return.

The employee is required to submit to the appropriate administrator a letter or a suitable form giving the reason for absence.

Employees may be absent without loss of pay, within the limits stated below. Absences shall be charged to sick leave.

A full-time ten (10) month employee during the first fiscal year shall be advanced ten (10) days of sick leave. A twelve (12) month employee shall be advanced twelve (12) days during the first fiscal year.

A full-time ten (10) month employee, after the first fiscal year, shall be advanced fifteen (15) days of sick leave. A full-time (12) month employee, after the first fiscal year, shall be advanced eighteen (18) days of sick leave.

Sick leave shall be prorated for employees who have been in duty status for less than twelve (12) months.

A new employee or a rehire must be on duty at least five (5) qualifying months during a fiscal year to be eligible the following year for the higher advanced rate of sick leave.

A regular part-time or ten (10) month employee shall be advanced sick leave in proportion to the time worked.

All unused sick leave is cumulative.

An employee on less than a twelve (12) month schedule, who is employed for additional periods of duty on a temporary basis, is permitted to use sick leave during these periods. Such an employee shall receive sick leave for the additional term of employment in proportion to the time worked.

An employee on leave of absence requiring Board action shall not be advanced sick leave.

An employee who becomes seriously ill while on vacation may have his/her vacation extended or take vacation at a later date. A serious illness is one that requires hospitalization or is of prolonged nature. This illness must be confirmed by the attending physician.

An employee who, while on vacation, has a death in the immediate family, or of a close relative, may have his/her vacation extended or take vacation at a later date. An employee who leaves the employ of the Board will be granted sick leave days accumulated during prior service if he/she returns to duty within one (1) year. Ten (10) month employees who resign as of June 30 of any calendar year are eligible for such credit, provided they are re-employed the first duty day in September of the following calendar year.

When an employee is granted a leave of absence requiring Board action, his/her accumulated sick leave days are held in abeyance until he/she returns to duty. Upon return to duty, the employee will be granted sick leave days according to the policies in effect, but he/she will not lose his/her earned length of service for accumulation purposes. In matters concerning leave of absence because of illness, the Superintendent may require a written certificate from a physician as proof of illness and need for leave.

8.11.1 Family Illness Leave

Employees may use a portion of their personal sick leave for illness in the immediate family. At the start of their leave accounting year, employees will be advanced a maximum of four (4) days from their personal sick leave to be used for illness in the family and they may accumulate up to a maximum of eight (8) days of such leave. The Department of Human Resources may approve additional days of family illness leave if the employee has sufficient personal sick leave, and can provide medical documentation of the family member's illness and the necessity for assisting the ill member of the family.

8.12 Unusual or Imperative Leave

Employees may be granted leave for up to one (1) year without pay for extenuating circumstances that are unusual or imperative when no other leave is applicable. An application with supporting documentation must be submitted and Board of Education approval must be secured.

During this leave the employee may continue participation in the Board of Education Employee Insurance Plan by assuming full premium costs. The employee may neither withdraw nor make contributions to the retirement system.

General Provisions

8.13 Benefit Continuation

While on approved unpaid leave of absence, insurance coverage may be maintained through payment of premium by the employee.

8.14 Release of Position

When it is known that an employee will be out on sick leave for a period of more than six (6) months, the Board may fill the position.

8.15 Reinstatement

Upon the expiration of a Board approved leave of absence, return from sick leave and/or written notification that the employee is ready to return from leave, the employee shall be returned to his/her prior position if the leave has been for six (6) months or less. If over six (6) months and his/her prior position has been filled, the employee will be included with the employees to be involuntarily transferred or laid off employees and shall, in order of length of service, be offered any and all vacancies which may exist within his/her prior grade for which the employee may qualify. Should no vacancies exist for which the employee qualifies, offers will be extended as soon as they do become available prior to the employment of a new employee. An employee returning from leave shall be assigned no later than the beginning of the next school year. If necessary, the layoff provisions of Article 17 shall be invoked with the newly created vacancy utilized to place the individual being reinstated provided that employee would not otherwise have been laid off. An employee returning from an approved leave of absence shall be reinstated with all the rights, privileges and status accrued at the time of the effective date of leave and not utilized in the course of the leave. Failure to accept one of the positions offered, or the position offered in the case of only one position being available, will mean that the Board will have fulfilled its responsibility and will be under no obligation to make additional offers. The employee's name will be removed from the list.

8.16 Unified Sick Leave Bank

PURPOSE. The Board of Education (BOE) will provide a Unified Sick Leave Bank (USLB) benefit to employees represented by the BOE's bargaining units, and to non-represented administrative assistants and management employees. The purpose of the USLB is to provide a vehicle through which employees may donate their accrued sick leave for other eligible employees to use. This additional paid sick leave may be granted to employees who have exhausted their accumulated sick leave and urgent personal business days.

DEFINITION. The USLB may grant additional paid sick leave to an employee who through catastrophic illness, injury, or quarantine is unable to perform the duties of his/her position. Under a qualifying illness or injury, sick leave from the bank may also be granted for medical, dental, or optical examinations, or treatments that are impossible to schedule on non-duty days. Only the individual employee may use the USLB for his/her personal illness or injury. The USLB may not be used to be absent from work to care for members of the employee's family. Sick leave from the bank may not be granted when the employee has an active Workers' Compensation claim or when the employee is receiving compensation from Workers' Compensation. The USLB may not be used by an employee who is eligible for disability retirement to postpone that retirement. In no case will the granting of leave from the bank cause an employee to receive more than his/her regular annual salary.

ELIGIBILITY. All bargaining unit-represented employees will be automatically enrolled in the USLB once the following eligibility criteria are met:

TEN (10) MONTH EMPLOYEES. TEN (10) MONTH EMPLOYEES WHO HAVE COMPLETED ONE YEAR OF CONTINUOUS SERVICE AND WHO HAVE ACCUMULATED TWENTY (20) DAYS OF SICK LEAVE WILL BE AUTOMATICALLY ENROLLED IN THE USLB.

TWELVE (12) MONTH EMPLOYEES. TWELVE (12) MONTH EMPLOYEES WHO HAVE COMPLETED ONE YEAR OF CONTINUOUS SERVICE AND WHO HAVE ACCUMULATED TWENTY-FOUR (24) DAYS OF SICK LEAVE WILL BE AUTOMATICALLY ENROLLED IN THE USLB.

Employees meeting the eligibility requirements will be assessed a contribution when enrolled. The initial assessment and subsequent employee contributions will be based upon the needs of the USLB as determined by its governing committee.

OPT OUT - An employee who is eligible for membership in the USLB may 'opt out' for any reason by notifying the USLB in writing of his/her desire to withdraw from the USLB. Employees who opt out of the USLB will remain eligible for membership and may request to be re-enrolled by making a written request to the USLB.

Employees who have opted out and request to be re-enrolled must meet the eligibility requirements. Employees who opt out in the fiscal year the initial assessment is made will have that sick leave time returned to them.

USE OF THE USLB. Employees must use all accumulated sick and urgent personal business leave prior to drawing from the USLB. The life time total that an employee may draw from the USLB is one (1) year. One year is equal to the number of duty days for ten (10) month employees and is equal to two hundred forty-five (245) duty days for twelve (12) month employees. The USLB will not be charged for holidays, compensable non-duty week days, or vacation days.

USLB OVERSIGHT COMMITTEE. A USLB Oversight Committee, composed of a representative from each of the participating bargaining units and staff from the Office of Employee Absence and Risk Management and the Manager of the Department of Staff Relations and Employee Performance Management will meet annually to determine the initial and subsequent employee annual sick leave assessment or contribution rates, to review the USLB's rules and procedures, and to make revisions to these rules and procedures as necessary. The Oversight Committee, in accordance with established USLB rules and procedures, and the Superintendent must approve any changes to the rules and procedures before they are disseminated to employees.

ASSOCIATION GOVERNING COMMITTEE. The Association will appoint a USLB governing committee from its membership. The committee shall meet as needed to: review and verify employee requests to draw from the bank; recommend the approval or denial of such requests to the employee, to the Office of Employee Absence and Risk Management and to other Board of Education (BOE) offices, as necessary; and to review the decision of the Manager of the Office of Employee Absence and Risk Management regarding approval or denial of the request to draw from the USLB.

APPEALS. Appeals of decisions of the Office of Employee Absence and Risk Management may be made in writing within ten (10) duty days to the Chief Human Resources Officer, Division of Human Resources. Pending the outcome of the appeal to the Division of Human Resources, the employee will continue to be paid from the sick leave bank.

8.17 Workers' Compensation

Whenever an employee is absent from work as a result of personal injury occurring in the course of his/her employment, as used and defined in the Workers' Compensation Laws of Maryland, and such lost time is approved by a Board physician the employee will be paid as close to his/her normal net salary as possible for the period of such absence up to twelve (12) months, and no part of such absence will be charged to his/her annual or accumulated sick leave. If disability persists after the twelve (12) month period, the employee shall be placed on leave-of-absence and disability payments will commence consistent with the amount covered by Workers' Compensation Law. The employee, on termination of service with the Board of Education, who has indebtedness for advanced personal injury leave pay, must reimburse the Board for the amount of indebtedness.

8.17.1 The Board will continue to pay its share of the cost of health insurance for an employee receiving Workers' Compensation benefits, including up to twelve (12) months following the expiration of personal injury benefits.

8.17.2 An employee on Workers' Compensation may accrue up to one (1) year of service credit in determining his/her salary, including longevity, or vacation eligibility. These advance credits will become effective upon employee's return to work. Vacation time will be accrued at the normal rate for one year during disability leave. If such disability leave extends beyond one year, vacation time will not be accrued during the extended time.

In the event an employee is declared to have a permanent total disability verified by the Board's physician, he/she shall receive a contribution toward the premium for health and life insurance, commensurate to an employee retiring with thirty (30) years of service.

ARTICLE 9

Insurance Benefits

Basic Plan Life Insurance

9.1 The Board will pay 100% of the premium for \$15,000 life insurance.

Optional Plan Life Insurance

9.2 For active employees, additional life insurance (optional) can be purchased in multiples of basic annual earnings, rounded up or down to the nearest \$1,000 increment. Increments are equal to .25 times the employee's basic annual earnings starting at .50 times the employee's basic annual earnings. The minimum amount available for additional coverage, therefore, equals .50 times the employee's basic annual earnings. The maximum amount available equals the lesser of three (3) times the employee's basic annual earnings or \$400,000. Optional life insurance coverage shall be available to employees by payroll deduction.

Section 125 Plan

9.3 The Board shall provide for employee contributions to life, health, dental insurance programs, and employee premiums for cancer/intensive care insurance, and catastrophic insurance to be made with pre-tax dollars under Section 125 of the IRS Code. The Board shall provide for additional coverage under Section 125 as indicated in the Flexible Benefits Plan described later in this article.

9.3.1 The Section 125 Plan administrator shall be jointly determined by the Board and the employee organization(s) representing covered employee.

Flexible Benefits Insurance Program

9.4 A flexible benefits insurance program shall be offered to employees, along with flexible spending accounts established under Section 125 of the IRS Code. Part-time employees hired before July 1, 1977 who work at least one-half time are eligible to participate with the Board contributing the same share as it does for full-time employees. Part-time employees hired after June 30, 1977 who work at least one-half time are eligible to participate with the Board contributing a prorated portion of the premium determined by the percent of time worked. Part-time employees who work less than half time are eligible to participate but assume full cost for participation.

9.4.1 Each fall, employees will be afforded a minimum three (3) week period to select their benefits and type of coverage.

9.4.2 Each benefit option will have a "price tag" or cost to an employee if that particular benefit is selected. All employee contributions will be on a pre-tax basis. This means that federal and state income taxes and FICA tax will not be withheld on employee contributions nor will these contributions be included in an employee's gross wages as reported on the W-2 form. Employee contributions will be included in annual salary for retirement and life insurance purposes.

9.4.3 An employee may make employee contributions to a Dependent Care Spending Account provided the employee meets requirements prescribed by federal regulations. The account may be used, during the plan year for which the contributions were made, for tax-free reimbursement of qualifying expenses for the care of dependents to enable the employee to work. Any amounts remaining in the account at the end of the plan year will be forfeited.

9.4.4 An employee may make employee contributions to a Health Care Spending Account for tax-free reimbursement of qualifying health-related expenses incurred during the plan year for which the contributions were made and not paid by insurance. Any amounts remaining in the account at the end of the plan year will be forfeited.

9.4.5 The Board shall make qualified reimbursements from flexible spending accounts on a semi-monthly basis.

Health Care Options - Flexible Benefits Plan

9.5 The specific coverage in each of the health care options shall be mutually determined by the Board and the employee organization(s) representing covered employees, and shall be provided in writing each year to the employees.

The Board shall provide a prescription drug benefit for Cigna OAP and Cigna OAPIN plan members, as well as a mail order Prescription Drug Program for the purchase of maintenance type prescription drugs, including insulin and related supplies. Generic substitutions will be mandatory.

9.5.1 Option 1 - Employees may choose to enroll in the Cigna Open Access Plus (OAP) plan that allows for in network and out of network coverage. The employee price tag will be 19% of the annual premium through December 31, 2016 according to the schedule in Appendix B, (20% for those hired on or after January 1, 2013); 20% as of January 1, 2017; 20% as of January 1, 2018; 22% as of January 1, 2019; 24% as of January 1, 2020; and 25% as of January 1, 2021. Beginning January 1, 2013, through December 31, 2021, the prescription co-pay structure shall be as follows: Cigna OAP: Retail – up to a 30 day supply - \$10 for generic; \$20 for formulary; \$35 for non-formulary; Mail Order: - 90 day supply of maintenance prescriptions - \$20 for generic; \$40 for formulary; \$70 for non-formulary. Also, the hospital emergency room co-pay will be \$70 per visit and is waived if admitted.

9.5.2 Option 2 - Employees may choose to enroll in the Cigna Open Access Plus In Network (OAPIN) plan that allows for in network coverage only. The employee price tag will be 14% of the annual premium through December 31, 2016 according to the schedule in Appendix B, (15% for those hired on or after January 1, 2013); 15% as of January 1, 2017; and 15% as of January 1, 2018 through December 31, 2021. Beginning January 1, 2013 through December 31, 2021, the prescription co-pay structure shall be as follows: Cigna OAPIN: Retail – up to a 30 day supply - \$10 for generic; \$20 for formulary; \$35 for non-formulary; Mail Order: - 90 day supply of maintenance prescriptions - \$20 for generic; \$40 for formulary; \$70 for non-formulary. Also, the hospital emergency room co-pay will be \$50 per visit and is waived if admitted.

9.5.3 Option 3 - Employees may choose to enroll in a qualified prepaid health maintenance organization (HMO) plan offered by Kaiser Permanente that provides comprehensive medical care through a network of participating hospitals, physicians and other health care providers. The employee price tag will be 14% through December 31, 2016 according to the schedule in Appendix B, (15% for those hired on or after January 1, 2013); 15% as of January 1, 2017; and 15% as January 1, 2018 through December 31, 2021. A prescription drug benefit is included with the HMO offered. The co-pay structure through December 31, 2021, shall be as follows: up to 60-day supply - \$5 generic; \$5 brand; at participating community pharmacy - \$15 generic; \$15 brand; Mail Order - 90-day supply - \$5 generic; \$5 brand.

9.5.4 The employee price tag for those hired on or after January 1, 2019 will be as follows: Cigna OAP – 25%; Cigna OAPIN – 15%; Kaiser HMO – 15% according to the schedule in B-2.

9.5.5 Options 4A and 4B - These options provide for two (2) Medicare Supplement Plans: 4A – Cigna Medicare Surround; 4B – Kaiser Permanente Medicare Plus. These plan options will only be available to retirees who have attained the age of 65. The Board contribution toward the premium for health insurance for Medicare-eligible retirees will be according to Chart B in Section 9.8. For retirees covered by the Cigna Medicare Surround plan, the mail order prescription drug co-pay for generics will be \$20 beginning January 1, 2013. Other co-pays for retail and mail order purchases will remain as specified in the Retiree Benefits Guide.

Adult Hearing Aids

9.6 Coverage for adult hearing aids will be included in the health plan offerings provided by the Board.

Insurance - Family of Deceased Employee

9.7 The Board will pay full premiums for health, dental, and vision insurance for the spouse and/or family of any employee who dies in service, for a period of one (1) year, providing the employee was enrolled in such program and the spouse and/or family were eligible for benefits prior to the death.

Health Insurance--Retired Members

9.8 The Board shall contribute toward the premium for available health insurance plans or an optional HMO for employees with ten (10) years or more service with the Board, including military service time recognized by the Board, who retire under the Maryland State Teachers' Retirement or Pension System, or the Baltimore County Employee Retirement System (ERS). Specific price tags for available plans will be according to schedules contained in the Retiree Benefits Guide. Contributions by the Board shall be made to employees hired prior to January 1, 2011 in accordance with Chart A and Chart B as found below.

For pre-65 year old retirees, Chart A below specifies Board contributions for health plan options 1, 2, and 3 for each calendar year (CY) through December 31, 2021, based on the health plan option selected and the effective date of retirement. The Board contribution in place at the time of retirement will continue at that same level until the retiree reaches the age of 65 or becomes Medicare-eligible. Once reaching age 65 or becoming Medicare-eligible, Chart B below specifies Board contributions for plan options 4A and 4B.

CHART A

CIGNA OAP (Option 1)

CIGNA OAPIN (Option 2)

Kaiser HMO (Option 3)

<u>Current</u>	<u>CY17</u>	<u>CY18</u>	<u>CY19</u>	<u>CY20</u>	<u>CY21</u>	<u>BCPS Yrs. of Service</u>	<u>Current</u>	<u>CY17</u>	<u>CY18</u>	<u>CY19</u>	<u>CY20</u>	<u>CY21</u>
30.0%	25.0%	25.0%	23.0%	21.0%	20.0%	10	30.0%	25.0%	25.0%	25.0%	25.0%	25.0%
30.0%	27.5%	27.5%	25.5%	23.5%	22.5%	11	30.0%	27.5%	27.5%	27.5%	27.5%	27.5%
30.0%	30.0%	30.0%	28.0%	26.0%	25.0%	12	30.0%	30.0%	30.0%	30.0%	30.0%	30.0%
32.5%	32.5%	32.5%	30.5%	28.5%	27.5%	13	32.5%	32.5%	32.5%	32.5%	32.5%	32.5%
35.0%	35.0%	35.0%	33.0%	31.0%	30.0%	14	35.0%	35.0%	35.0%	35.0%	35.0%	35.0%
37.5%	37.5%	37.5%	35.5%	33.5%	32.5%	15	37.5%	37.5%	37.5%	37.5%	37.5%	37.5%
40.0%	40.0%	40.0%	38.0%	36.0%	35.0%	16	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%
42.5%	42.5%	42.5%	40.5%	38.5%	37.5%	17	42.5%	42.5%	42.5%	42.5%	42.5%	42.5%
45.0%	45.0%	45.0%	43.0%	41.0%	40.0%	18	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%
47.5%	47.5%	47.5%	45.5%	43.5%	42.5%	19	47.5%	47.5%	47.5%	47.5%	47.5%	47.5%
55.0%	50.0%	50.0%	48.0%	46.0%	45.0%	20	56.2%	50.4%	50.4%	50.4%	50.4%	50.4%
55.0%	52.5%	52.5%	50.5%	48.5%	47.5%	21	56.2%	53.3%	53.3%	53.3%	53.3%	53.3%
55.0%	55.0%	55.0%	53.0%	51.0%	50.0%	22	56.2%	56.2%	56.2%	56.2%	56.2%	56.2%
57.5%	57.5%	57.5%	55.5%	53.5%	52.5%	23	59.1%	59.1%	59.1%	59.1%	59.1%	59.1%
60.0%	60.0%	60.0%	58.0%	56.0%	55.0%	24	62.0%	62.0%	62.0%	62.0%	62.0%	62.0%
63.3%	63.3%	63.3%	61.3%	59.3%	58.3%	25	65.3%	65.3%	65.3%	65.3%	65.3%	65.3%
66.6%	66.6%	66.6%	64.6%	62.6%	61.6%	26	68.6%	68.6%	68.6%	68.6%	68.6%	68.6%
69.9%	69.9%	69.9%	67.9%	65.9%	64.9%	27	71.9%	71.9%	71.9%	71.9%	71.9%	71.9%
73.2%	73.2%	73.2%	71.2%	69.2%	68.2%	28	75.2%	75.2%	75.2%	75.2%	75.2%	75.2%
76.5%	76.5%	76.5%	74.5%	72.5%	71.5%	29	80.0%	80.0%	80.0%	80.0%	80.0%	80.0%
81.0%	80.0%	80.0%	78.0%	76.0%	75.0%	30	86.0%	85.0%	85.0%	85.0%	85.0%	85.0%

CHART B

Only for Medicare-eligible Retirees and/or their dependents.

Years of Service	<u>Option 4A</u> CIGNA Med. Surround	<u>Option 4B</u> Kaiser Med. Plus
10-19 years of service	36%	68%
20-29 years of service	66%	100%
30 or more years of service	84%	100%

9.8.1 Employees hired on or after January 1, 2011 will be enrolled in a basic allowance health care subsidy. The flat dollar amounts listed on Appendix D will be adjusted by the lesser of the growth in the US Consumer Price Index (CPI) in the prior calendar year or 4%. Appendix D will be updated yearly by BCPS.

9.8.2 The Board shall implement a Prescription Drug Plan (PDP) for Medicare-eligible retirees.

9.8.3 The Board shall continue to provide the payments set in Section 9.8 for one (1) year for the spouse of a retired employee who dies if the surviving spouse was covered under the retired employee's policy at the time of the retired employee's death.

Dental Insurance

9.9 The Board shall offer three dental plans: a) Traditional Dental Plan, b) Preferred Provider Dental Plan, and c) Dental HMO.

9.9.1 The Board shall contribute sixty-five percent (65%) of the premium for the lowest cost dental option. The employee will contribute thirty-five percent (35%) of the lowest cost option plan plus the additional premium for a higher cost option if one is chosen. These rate splits will remain in effect through December 31, 2021. The employee price tag will be according to the schedule in Appendix B

9.9.2 The specific coverage in each of the Dental Insurance plans shall be mutually determined by the Board and the employee organization(s) representing covered employees, and shall be provided in writing each year to the employees.

9.9.3 All self-funded dental plan options available to active employees will be available to retirees for a price tag equal to the existing COBRA rates.

Vision Insurance

9.10 The Board shall provide an optical plan jointly selected by the Board and employee organizations. Participation in the optical plan will be available to retirees and dependents at full cost to the retiree.

Insurance Plan Carriers

9.11 No change will be made in the carrier of any insurance plan identified in this Article unless the Association approves such change.

ARTICLE 10 **Educational Assistance Benefits**

The Educational Assistance Program is designed to provide financial assistance to regular employees who have successfully completed their probationary period and who are employed fifteen (15) hours per week or more. The Educational Assistance Program is for employees who wish to attend pre-approved outside training courses, college credit producing courses and BCPS cohort sponsored non-credit producing courses to improve performance in their present position or to prepare themselves for certification, recertification, re-licensure, or a career ladder promotion within the educational system.

An employee must file a Request for Course Approval Form obtained from the office of the principal or other appropriate administrator to secure the prior approval of the appropriate member of the Office of Staffing to be eligible for reimbursement. Employees shall be eligible for up to three hundred (\$300.00) per credit hour for tuition, books, and fees upon presentation of Grade C or better or verification of course completion for approved requests. Only twelve (12) semester hours will be honored per fiscal year. However, in programs requiring more than twelve (12) credits per year, the twelve (12) credit limit will be waived. The maximum financial assistance available to any bargaining unit member during each fiscal year shall be \$3,600.00 (\$300.00 x 12 credit hours = \$3,600). In the event a program requires more than twelve (12) credit hours per year, the credit limit shall be waived as previously noted, thereby allowing the maximum financial assistance limit to be exceeded.

Employees on approved leaves of absence upon returning to active service shall be eligible for reimbursement for courses taken while on leave in accordance with the other provisions of the Article.

ARTICLE 11

Transportation Reimbursement

The authorized use of an employee's personal car for transportation to accomplish his/her assigned duties shall be reimbursed at the rate established by the Internal Revenue Service. The use of a personal automobile may be authorized for:

- a. Attendance at a meeting called by an appropriate administrator.
- b. Banking and Post Office business.
- c. Travel from one work location to another at the direction of the appropriate administrator.
- d. Staff development activities held during the regular day.
- e. Employees assigned to two (2) or more locations on any given day will be reimbursed for the total mileage incurred less the normal round-trip commuting distance to the closest school or office to which the employee is assigned.

Reimbursement forms will be submitted monthly, bi-monthly, or quarterly. No reimbursement of less than fifteen dollars (\$15.00) will be paid to an employee during any period of time, except for the final reimbursement of the fiscal year, which may be submitted for less than fifteen dollars (\$15.00). Final reimbursement reports must be submitted by June 30 for ten (10) month employees, or within seven (7) duty days of the close of the fiscal year for all other employees in order to receive reimbursement.

ARTICLE 12

Holidays

12.1 The following days shall be recognized as holidays by the Board:

Independence Day
Labor Day
Thanksgiving Day
Day following Thanksgiving
Christmas Eve
Christmas Day
New Year's Eve
New Year's Day
Martin Luther King, Jr.'s Birthday
Good Friday
Easter Monday
Memorial Day
Election Days (Baltimore County)

The list of holidays is for information only and not open to the grievance procedure.

The school calendar shall be established by the Board of Education in accordance with Article 7-103 of the Annotated Code of Maryland and other applicable laws.

12.1.1 If an employee is absent in unpaid status on his/her duty day prior to (a) holiday(s) and his/her duty day following (a) holiday(s), no salary payment will be made for such (a) holiday(s). A new employee or an employee returning from leave shall not be eligible for holiday pay unless he/she has been in pay status on the duty day immediately prior to the holiday. An employee who resigns or is terminated prior to a holiday shall not be paid for that day.

12.2 School based office professionals shall receive compensatory time on a day for day basis, if an extended school closing which appears on the school calendar is eliminated because of the need to meet statutory requirements for pupil days.

12.3 Employees whose normal retirement date immediately follows a holiday period shall be paid for the holiday.

ARTICLE 13

Vacations

(12-month Office Professionals and 12-month Paraeducators Only)

13.1 Regular full-time employees with less than five (5) years of service shall accrue paid vacation credit at a rate of .416 normal workday for each pay period of qualifying employment to a maximum credit of ten (10) normal workdays per year.

13.2 Regular full-time employees with five (5) years of service, but less than ten (10) years of service shall accrue paid vacation credit at a rate of .625 normal workday for each pay period of qualifying employment to a maximum credit of fifteen (15) normal workdays per year. Accrual at the new rate begins on the fifth anniversary of employment. Vacation accruals will be made on twenty-four (24) specified biweekly pay periods for twelve (12) month employees.

13.3 Regular full-time employees with ten (10) or more years of service shall accrue paid vacation credit at a rate of .833 normal workday for each pay period of qualifying employment to a maximum credit of twenty (20) workdays per year. Accrual at the new rate begins on the tenth anniversary of employment.

13.4 A qualifying pay period of employment shall be any pay period in which the employee was in qualifying pay status for a minimum of sixty percent (60%) of the period. Qualifying pay status shall include: hours worked, use of compensatory time, vacation, paid holidays, and paid leave.

13.5 In determining vacation schedules, effort shall be made to comply with the employee's request; however, when there is a conflict between employee work schedules and an individual employee's request, work schedules shall take precedence. Vacations shall be requested at least twenty four (24) hours in advance and require the approval of the appropriate administrator, with the exception of vacation requested for use during inclement weather.

13.6 Vacation payments shall be calculated at the current regular rate and on the basis of a normal workday.

13.7 Accumulated days will be capped at forty (40) vacation days.

a. Convenience of the Employee - With approval of the appropriate administrator, an employee may accumulate a maximum of one-half (1/2) of his/her accrued vacation days. In order to acquire permission to accumulate vacation, an employee must submit to the appropriate administrator the reason for the use of the accumulated vacation days.

b. Convenience of the Employer - When the responsibilities of an employee make it impractical to use all of his/her vacation time prior to July 1, following the end of the fiscal year in which it was earned, permission may be granted to use the time after said date, with the approval of the appropriate administrator.

13.8 A vacation in excess of twenty (20) consecutive days requires the approval of the employee's division head or his/her designee. Normally, an extended vacation shall be limited to thirty (30) days. Under unusual circumstances, the Superintendent of Schools may grant permission for a vacation in excess of thirty (30) days, to a maximum of forty (40) days in order to take a trip of such duration.

13.9 Earned vacation credits shall not be used to extend employment beyond the last day worked except in case of retirement.

13.10 Vacation credits shall not be charged to holidays or normally nonscheduled days.

13.11 At separation, employees shall be paid for all accumulated vacation time.

ARTICLE 14

Employee Files

14.1 Upon written request to the appropriate personnel officer, each employee shall have the right to review, at a time mutually convenient, the contents of his/her file in the central office, excepting, however, any confidential references submitted as a part of the pre-hiring selection process. At the employee's request, a witness of his/her choice may accompany the employee in such a review. The review shall be made in the presence of the personnel officer responsible for the safekeeping of such files.

14.2 Any employee shall have the right to answer in writing any complaint filed in his/her personnel file, and the answers shall be attached to the complaint and reviewed by the Superintendent or his/her designated representative.

14.3 Material of negative nature shall not be placed in an employee's file without his/her knowledge. Except for evaluation forms, material of a negative nature may be removed from the employee's file after five (5) years upon the employee's request and subject to the approval of the division head.

14.4 Facilities shall be available for the employee to make copies of such contents and records, except in circumstances beyond the control of the administrator.

14.5 Any personnel files maintained other than in the central file shall be available for review by the employee, at a time mutually convenient to the employee and the appropriate administrator. At the employee's request, a witness of his/her choice may accompany the employee in such a review. The review shall be made in the presence of the administrator responsible for the safekeeping of such files.

ARTICLE 15

Evaluation

15.1 Formal evaluation including a conference must be made a minimum of once every two (2) years. Employees should be provided with feedback on their performance each year. The appropriate standard evaluation form will normally be used every other year. In a year when the appropriate standard form is not used, the feedback shall have no rating attached to it. In any fiscal year in which an employee is not evaluated, it shall be assumed the employee's performance was no less than the last rated evaluation.

15.2 The evaluation shall be based on the conclusions and assessments reached by the evaluator. In the event an employee is assigned to more than one (1) location, the home administrator shall be responsible for submitting the evaluation form. All administrators should provide input to the home administrator prior to the completion of the form.

15.3 The evaluation shall be based on observations of the employee's work performance. Less than satisfactory performance shall be discussed with the employee. Specific suggestions for improvement shall be given so that the employee may have an opportunity and sufficient time, as indicated by the appraisal team, to improve.

An employee shall be given the name and specific complaint of any person who complains about the employee within a reasonable time if the complaint is to be given any consideration in the employee's evaluation. No employee shall receive adverse comments from any observer in the presence of pupils, parents, other nonsupervisory employees, or at public gatherings.

15.4 Provision shall be made for an overall assessment by the evaluator which clearly indicates a satisfactory or unsatisfactory rating. No employee shall receive a rating on the evaluation less than satisfactory without having received earlier written suggestions for improvement in the area of weakness and having been given an opportunity to show improvement. An overall evaluation rating may not be lower than the previous rating unless the employee has received advanced warning of a possible reduction and an opportunity to show the necessary improvement.

15.5 The written evaluation report shall be shown to the employee within ten (10) days subsequent to the aforementioned conference. The employee shall sign the report within three (3) days and receive a copy thereof. Such signature will not, however, necessarily indicate agreement with the evaluation. Provision shall be made for written comments and reactions by the employee which shall be attached and become a part of the evaluation report.

15.6 Matters relating to evaluation may be subject to the grievance procedure only for reasons of arbitrariness or failure to follow procedure.

ARTICLE 16

Job Security and Transfers

16.1 Assignment and Transfer

An employee who is transferred to a position of the same job classification shall be paid at the same rate he/she was receiving at the time of transfer.

An employee who is involuntarily transferred to a position in a new classification in a lower pay grade due to the abolishment of his/her former position shall be paid at his/her former rate for a period of one (1) year from the date of the transfer. During this period, efforts will be made to restore said employee to his/her former grade. After this period, his/her rate of pay will be adjusted to the appropriate step of the new grade.

Should the transfer to a lower pay grade, in the same salary schedule, be requested by the employee, he/she shall be placed on his/her current step on the salary schedule for the new grade. Any transfer under this provision is subject to the grievance procedure only for reasons of arbitrariness or failure to follow procedures.

Employees receiving a promotion or voluntary transfer shall be allowed to move to their new position as soon as possible. Any salary adjustment will be effective ten (10) duty days after the offer and acceptance of the position or immediately upon the availability of the vacant position if beyond ten (10) duty days of offer and acceptance. A transition plan not to exceed an additional two (2) weeks shall be established if it is determined that the transfer to the new assignment cannot be made within ten (10) duty days after acceptance of the position or immediately upon the availability of the vacant position.

16.1.1 Voluntary Transfers

Employees who desire a transfer to a position in their same pay grade for which they qualify shall complete the Declaration of Intention (DOI) Form by June 1 or within seven (7) week days after learning that he/she is to be involuntarily reassigned. Employees may also use the transfer roster to request to move from part-time to full-time positions and from full-time to part-time positions. Should an employee decline to be considered for a position or more than one (1) offer for placement in an area or a specific location that he/she had requested

or receive a voluntary transfer, the employee's name will be removed from the transfer roster until the annual registration.

Paraeducators will be considered for transfer opportunities from the time the DOI forms are received by the Department of Human Resources until September 30. All such transfers will not be effective sooner than July 1. After September 30, all paraeducator vacancies will be posted and the established posting procedures will apply.

The employees on the transfer roster who have requested transfers within their grade for which they qualify will be referred to the appropriate administrator for review, provided the employee has demonstrated satisfactory competency. Among the data shared with the administrator at the time of referral will be the employee's adjusted hire date. When four (4) or more eligible employees have applied for the same position, the selection will be made from within this group except where the need to maintain balanced staffing is demonstrated. Where experience and competency are equal, seniority will prevail in the selection between two or more employees. Positions will be posted as indicated in Section 16.4.

A probationary employee who is transferred to a job of an identical classification level as the one in which he/she received his/her initial appointment will continue the probationary period already in existence and shall not be subject to starting a new probationary period.

16.1.2 Administrative Transfers

Administrative transfers may be made by the Superintendent, as the needs of the schools require. Notification of an administrative transfer will be given to an employee as soon as possible but not less than twenty (20) calendar days, except in case of emergency, in advance of the intended transfer. An administrative transfer will be made only after a meeting between the employee and the appropriate administrator/supervisor at which time the employee shall be notified of the reason for the transfer.

16.1.3 Involuntary Transfers

In the event of an involuntary transfer as required by the needs of the school system, the following guidelines will be observed:

a. When an employee who is performing satisfactorily is transferred involuntarily, he/she will be included with the employees to be involuntarily transferred, laid off personnel and employees returning from leave and shall be considered for any and all vacancies which may exist within his/her prior classification for which the employee may qualify. Employees may submit a list of worksites in preferential order for which they wish to be considered.

b. Where a transfer has not been requested and the transfer results from a reduction in the number of employees at a work site, the Chief Human Resources Officer, or his/her designated representative, shall discuss the reason for such transfer with the employee involved prior to the implementation of the transfer. The employee may list worksites for which he/she wishes to be considered. When more than one (1) clerical employee in an identical classified position is employed at a given school/office, the employee to be transferred shall be the one with the least seniority, except where the need to maintain balanced staffing is demonstrated.

When more than one paraeducator is employed at a given school/office, the employee to be transferred shall be the one with the least seniority, except where the need to maintain balanced staffing or to address special training or talents is demonstrated.

Employees involuntarily transferred shall remain on the transfer roster.

When an employee is transferred involuntarily after the beginning of the school year, he/she may elect to be included on the excess list for the following school year. Involuntarily transferred office professionals and paraeducators, and office professionals and paraeducators requesting a transfer to another position, shall be considered for appropriate vacancies simultaneously.

16.1.4 Acting Positions

When an employee is voluntarily assigned duties of a higher skill or responsibility than is normally associated with his/her job classification during a temporary emergency he/she shall be compensated at the appropriate rate for the assigned job when such an assignment exceeds one (1) calendar week, retroactive to the date of assignment. The employee's records shall reflect placement in the higher classification in an "acting" capacity. Such an assignment must be made in writing by an appropriate administrator authorized to make a salary change.

Emergency temporary assignments do not need to be posted. Should the position develop into one of a permanent nature or the emergency temporary assignment exceeds six (6) months, the job must be posted and a selection made in accordance with promotional procedures.

16.2 Promotions - Demotion

Promotion – Promotions from one (1) pay grade to either of the next two (2) consecutive pay grades on the same salary schedule shall be made in such a manner that the employee promoted shall move to their current step on the salary schedule for the new pay grade. If the promotion is more than two (2) pay grades, the new rate shall not be less than 10% over the rate received immediately prior to such promotion. In no case shall the employee receive less than the minimum of the new grade.

Demotion - When an employee is demoted, his/her pay shall be adjusted in a manner opposite to a promotional adjustment. If a recently promoted employee must be demoted within six (6) months of his/her placement in the new position, he/she will be returned to his/her grade and step immediately preceding the promotion.

16.3 Probation

All new employees shall serve a ninety (90) calendar day probationary period without any right of appeal. This period may be extended to one hundred twenty (120) days, or in the case of health assistants*, to one hundred eighty (180) days at the discretion of the appropriate administrator. The probationary period may be frozen if the employee is absent from the worksite for more than two (2) consecutive weeks. The probationary period will resume upon the employee's return to the worksite and once performance can be evaluated. The time frozen will not be counted as part of the initial or extended probationary period.

One (1) month prior to the date an employee completes his/her probationary period, his/her supervisor will evaluate the employee's performance. It is the responsibility of the supervisor to complete this evaluation and indicate whether the employee should be placed on permanent status, receive extended probation, or be terminated. The Department of Human Resources will be notified of this decision three (3) weeks (15 duty days) prior to the completion date of the probationary period. In the event termination is recommended, a two (2) week (10 duty days) notice shall be given to the employee. The employee shall have no right of appeal through the grievance process.

*As a result of certification and training requirements imposed by the Maryland State Board of Nursing through the Department of Health and Mental Hygiene, health assistants shall serve a one hundred eighty (180) calendar day probationary period consisting of two (2) consecutive ninety (90) day periods. All existing notice and evaluation requirements listed above shall remain in force for the initial ninety (90) day period. At the end of this initial period, the supervisor must either terminate the employee or continue employment for the second ninety (90) day period. The extension to a one hundred twenty (120) day probationary period shall not be an available administrative option regarding the performance of health assistants.

*Upon completion of the second ninety (90) day portion of the probationary period, the employee must have successfully completed all certification and training requirements and received a satisfactory evaluation to continue in the position. In the event the employee does not successfully complete the requirements by the completion of the second ninety (90) day portion of the probationary period, BCPS agrees to consider the

individual for employment as a paraeducator, if the individual meets or exceeds the hiring requirements for that position.

16.4 Posting

All full-time office professionals (other than entry-level positions) that are not filled through the transfer roster (Section 16.1.1) shall be posted. Paraeducator positions may be posted if the vacancy is not filled through the transfer process. Job vacancy announcements will be posted on the BCPS Web site for no fewer than seven (7) duty days before the posting is closed. The Association shall receive notification of all filled positions on a semi-annual basis. That notification shall be received on October 15 and April 15.

Regular employees of the Board of Education shall be considered first and take preference over outside applicants for these positions, provided the employee possesses the qualifications required for the job opening that are equal to or greater than outside applicants. Where experience and competency are equal, seniority shall prevail in the selection between two (2) or more employees.

16.4.1 Employees interviewing for a position shall be notified of their selection or rejection within ten (10) duty days after a decision has been made.

If a position that was posted and filled becomes vacant within ninety (90) days, the Board may select a candidate from the original group of applicants without repeating the posting and interview process.

16.4.2 Office professional and paraeducator positions for BCPS summer programs shall be staffed by ESPBC bargaining unit members. If an insufficient number of qualified applicants declare an interest in the available summer program positions, other applicants may be considered from outside the ESPBC bargaining unit.

16.5 Notification of Assignment

All employees shall continue in their assigned positions on an annual basis unless transferred, laid off, or terminated under the provisions of this contract.

Request forms shall be provided by the Board at the time the employee is notified of the involuntary transfer.

Beginning in June, employees who are involuntarily transferred shall be notified by seniority of available positions.

16.6 Any full-time employee who voluntarily accepts a part-time position shall be guaranteed the opportunity to return to a full-time position in the same classification for which he/she qualifies at the beginning of the next school year or any subsequent year before a new employee is hired. Any part-time employee who has requested full-time shall be considered for a position in the classification for which he/she is qualified before a new employee is hired. Whenever feasible, part-time positions that can be combined will be full-time positions if appropriate to the school's instructional program.

ARTICLE 17 Reduction in Force

17.1 Authority

The Board retains the right to lay off or reduce its work force in accordance with the procedures included herein. Decisions for the necessity of such actions are not subject to the grievance procedure.

17.2 Layoff

Should it become necessary to reduce the work force due to lack of suitable work, by terminating a satisfactory employee(s), layoffs shall be effectuated beginning with the clerical employee having the least seniority within the same job title/job classification within the county, except where the need to maintain balanced staffing is demonstrated. Should it become necessary to reduce the work force due to lack of suitable work, by terminating a satisfactory employee(s), layoffs shall be effectuated beginning with the paraeducator employee having the least seniority within the category, e.g., paraeducator, special education paraeducator, within the county, except where the need to maintain balanced staffing is demonstrated. Notification of layoff will be given to the employee thirty (30) calendar days prior to termination.

17.3 Recall

The affected employee(s) shall be placed on a recall list and no new employees shall be hired until all employees laid off have been placed in their job classification or in a position for which they qualify equal to or less than the position they occupied at time of their layoff; except where all qualified employees on layoff decline the offer to fill the existing vacancy. Employees who are considered for a position may decline one (1) offer for placement and still remain on the transfer roster. No employee that was full-time shall be offered less than a full-time position, if a full-time position or its equivalent is available. If an employee is recalled to a position involving less time than the employee previously had, that employee shall be offered any subsequently available full-time positions for which they qualify before such position is offered to a less senior laid-off employee.

17.4 An employee who has been laid off due to a reduction in force shall remain on a recall list for two (2) years. As vacancies develop in classifications which are not filled through the transfer process, the employees on the recall list will be offered these positions as described in 17.3 in inverse order of layoff. Failure to accept one (1) of the positions offered, or the position offered in the case of only one (1) position being available at an equal grade/salary level will result in removal from the recall list. An exception will be made for an employee with a proven medical disability. Employees shall (a) receive a written notice at least five (5) days in advance of the deadline for determining whether to exercise recall rights, (b) be available to begin work within twenty (20) days following the exercise of recall rights.

Employees laid off under the provisions of this section shall have the option of continuing membership in the Board's group insurance program for a period not to exceed two (2) years by paying full premium costs. This benefit stops if an employee loses recall rights.

ARTICLE 18

Wages

18.1 Basic Wages or Compensation

Each employee will be paid at the rate set forth in Appendix A which is attached to and incorporated in this Agreement for the job classification in which he/she is employed. All salaries shown in Appendix A will be paid within one dollar (\$1.00) of amount stated. These salaries shall be modified throughout the 3-year duration of this Agreement as noted in Article 21, Duration.

18.2 Longevity

At the beginning of the 11th, 13th, 15th, 17th, 19th, 21st, 23rd, 25th, 27th, 29th, 31st, 33rd, 35th, 37th, and 40th year of permanent employment with the Board of Education, the employee shall receive longevity salary increments in accordance with the current salary schedule.

18.3 Educational Credit

18.3.1 Office Professionals – Office professionals shall receive a biweekly increase equal to one (1) step of their salary schedule for thirty (30) credit hours of college work accepted as being work-related. Fifteen (15) of these

credit hours may be earned in Baltimore County approved in-service programs. Such employees shall be entitled to an additional pay increase equal to one (1) step of their salary for an additional thirty (30) credit hours of college work accepted as work-related. Up to fifteen (15) credit hours of Baltimore County approved in-service credit may be used to meet the requirement of the additional thirty (30) hours.

18.3.2 Paraeducators – Paraeducators may use up to fifteen (15) credit hours of Baltimore County approved in-service credit to meet the requirement of the additional thirty (30), sixty (60), and ninety (90) credits.

18.4 Wage Errors

When an overpayment occurs, a repayment schedule will be developed with the employee. Unless a separation from employment is anticipated, the employee must be paid at the correct rate of pay for two (2) pay periods before repayment deductions begin. However, at the employee's request, repayment deductions may begin immediately.

When an employee has been underpaid, the employee will be paid in one (1) lump sum or according to a schedule that is mutually determined by the employee and the Office of Payroll.

18.5 Summer Rates for Paraeducators

The rate of pay for paraeducators who perform summer work as paraeducators shall be the same hourly rate of pay as paid during the prior school year for pre-July 1 work, or at the hourly rate of pay for the coming school year for work performed on or after July 1.

18.5.1 Summer Rates for Office Professionals

Office professionals who are hired to perform general office clerical duties during the summer shall be paid the same hourly rate of pay as that paid during the prior school year for pre-July work or the hourly rate of pay for the coming school year for work performed on or after July 1.

Office professionals who are hired to work in support of a specific summer program shall be paid the hourly rate associated with the respective summer program.

18.6 Extra Duty Activities

Individuals accepting an extra duty activity (EDA) responsibility shall be paid an hourly rate of pay based on the negotiated rates for the respective position(s) identified in the Master Agreement between TABCO and the Board of Education of Baltimore County (Board). Payment for these services shall be sixteen dollars and four cents (\$16.04) per hour, based on FY22 rates. When, as a result of sponsoring an EDA, an employee exceeds forty (40) working hours during a regular work week, the rate of compensation for the EDA hours above forty hours will be time-and-one half, or twenty-four dollars and six cents (\$24.06).

Sponsors shall not earn more than the compensation designated for each EDA category. The EDA categories and corresponding compensation are: Level I - \$1,086¹/\$1,108², Level II - \$2,169¹/\$2,212² and Level III - \$3,251¹/\$3,316². Refer to Appendix F - Extra Compensation, for the complete list of Extra Duty student activities.

In subsequent years, the same calculation formula as used in FY 09 will be used to determine the hourly rate and the overtime rate.

¹ Effective: July 1, 2021, through December 31, 2021

² Effective: January 1, 2022, through June 30, 2022

18.8 Staff Development Activities

ESPBC unit members who are employed by BCPS during the summer and who are approved to attend job related summer staff development activities shall be compensated at their respective hourly rates of pay.

ESPBC unit members who are not employed by BCPS during the summer, but are approved to attend job related staff development activities during the summer, shall be compensated at a rate of seventeen dollars and fifty cents (\$17.50) per hour.

ESPBC unit members who are approved to attend staff development activities during the duty year (outside of their scheduled work day) shall be compensated at their hourly rate of pay.

ARTICLE 19 Ad Hoc Committee

19.1 Definitions

Matters which cannot be negotiated to finality without additional research and study may be referred to ad hoc committees of the negotiating teams appointed jointly by the two (2) teams. These committees shall report to the negotiating teams in time for the next scheduled negotiating session.

19.2 Representatives of ESPBC and the Board of Education will examine the following issues and submit recommendations to ESPBC and the Department of Staff Relations and Employee Performance Management.

1. Joint planning opportunities for paraeducators and teachers;
2. Use of paraeducators and office professionals for purposes other than those for which they were hired, including the practice of and compensation for paraeducators and office professionals to substitute or provide classroom coverage;
3. Compensation for summer employment for 10-month employees;
4. Contract issues that will allow employees to transition to a teaching career; and,
5. The impact of ESEA on the above, including assessment requirements for paraeducators.

ARTICLE 20 Effect of Agreement

20.1 Change in Rules or Policies

All Board functions and responsibilities not expressly modified or restricted by this Agreement are retained and vested exclusively in the Board. The Board retains the right to make or change rules or policy not in conflict with this Agreement or with Title 6, Subtitle 5 of the Education Act of the Annotated Code of Maryland.

20.2 Contrary to Law

Should any article, provision or application of this Agreement to any employee or group of employees be declared unlawful by a court of competent jurisdiction, said article, provision, or application, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law. The remaining articles, provisions, and applications, however, shall remain in full force and effect for the duration of the Agreement. The Association agrees that it will abide by the provision of Title 6, Subtitle 5 of the Education Act of the Annotated Code of Maryland.

ARTICLE 21
Duration of the Agreement

The provisions of this Agreement shall be effective through June 30, 2023, except as indicated in the following. Unless the parties mutually agree to the contrary during negotiations, negotiable items will be as follows:

Effective July 1, 2021, (fiscal year (FY) 22), all hourly rates and longevity increments contained in Appendix A will be increased by a three and one-half per cent (3½ %) cost of living allowance (COLA). Related provisions as stipulated throughout the Agreement will also be increased by the same percentage as the COLA.

For FY22, employees will not advance a step on the hourly pay schedule. Hourly pay scale step increases will not be funded. For FY22, all employees shall remain on their salary step as June 30, 2021.

For FY22, longevity increment increases shall be funded. In addition, there will be no furloughs or layoffs of bargaining unit employees during FY22.

For the FY23 Successor Agreement, Article 9 – Insurance Benefits, Article 18 – Wages, and two (2) articles selected by each respective party shall be open for negotiations. ESPBC’s wage restructuring request will be submitted for consideration in FY23 budget planning

Implementation of negotiated fiscal provisions each year of this Agreement is dependent upon the appropriation of the necessary funds by the County Council of Baltimore County. If the County Council of Baltimore County does not approve enough funds to implement the negotiated agreement, the Board shall renegotiate with the Association in accordance with COMAR § 6-408-1

The teams listed below developed this Agreement.

FOR THE BOARD:

George Duque
Bridget Bushman
Leah Metzger
Kelly O'Connell

Consultants:

Joelle Bielski

FOR THE ASSOCIATION:

Jeannette Young
Joe Coughlin
Kaye Leonard
Deborah Powell

Consultants:

Glen Galante
Seleste Harris

Upon conclusion of the FY21 negotiations and subsequent ratification of the tentative agreements by both parties, this Master Agreement was updated by incorporating all agreed upon changes effective July 1, 2021.

FOR THE BOARD:

George Duque

FOR THE ASSOCIATION:

Jeannette Young

Appendix A-1

Hourly Pay Scale for Non-Exempt Paraeducators Represented by ESPBC Effective July 1, 2021

Step	Grade 31 High School < 30 Hours Hourly	Grade 32 High School Plus 30 Hours Hourly	Grade 33 High School Plus 60 Hours Hourly	Grade 34 High School Plus 90 Hours Hourly	Grade 35 Bachelor's Degree Hourly
01	18.21	18.72	19.22	19.73	20.22
02	18.94	19.48	20.00	20.53	21.06
03	19.70	20.23	20.79	21.31	21.88
04	20.49	21.07	21.63	22.20	22.77
05	21.30	21.90	22.46	23.06	23.66
06	22.17	22.78	23.38	23.99	24.61
07	23.04	23.67	24.30	24.96	25.60
08	23.96	24.62	25.26	25.95	26.63
09	24.93	25.62	26.29	26.99	27.68
10	25.92	26.64	27.34	28.08	28.78

Hourly Longevity Pay Scale for Non-Exempt Paraeducators Represented by ESPBC Effective July 1, 2021

Step	Hourly
11 years	0.89
13 years	1.30
15 years	1.77
17 years	2.20
19 years	2.65
21 years	3.06
23 years	3.51
25 years	3.95
27 years	4.39
29 years	4.83
31 years	5.26
33 years	6.16
35 years	7.02
37 years	7.90
40 years	8.75

Appendix A-2

**Hourly Base Pay Scale for Non-Exempt Interpreters Represented by ESPBC
Effective July 1, 2021**

Step	Grade 11 Hourly	Grade 13 Hourly
01	25.62	27.72
02	26.89	29.09
03	28.22	30.54
04	29.65	32.09
05	31.14	33.68
06	32.67	35.37
07	34.13	36.92
08	35.64	38.53
09	37.21	40.23
10	38.83	42.01
31	26.89	29.09
32	28.22	30.54
33	29.65	32.09
34	31.14	33.68
35	32.67	35.37
36	34.13	36.92
37	35.64	38.53
38	37.21	40.23
39	38.83	42.01
40	40.54	43.85
61	28.22	30.54
62	29.65	32.09
63	31.14	33.68
64	32.67	35.37
65	34.13	36.92
66	35.64	38.53
67	37.21	40.23
68	38.83	42.01
69	40.54	43.85
70	42.34	45.79

Grade 11 - Not Certified
Grade 13 - Current Possession of Registry of Interpreters
for the Deaf (RID) Certification

**Hourly Longevity Pay Scale for Non-Exempt
Interpreters Represented by ESPBC**

Step	Hourly
11 years	0.89
13 years	1.30
15 years	1.77
17 years	2.20
19 years	2.65
21 years	3.06
23 years	3.51
25 years	3.95
27 years	4.39
29 years	4.83
31 years	5.26
33 years	6.16
35 years	7.02
37 years	7.90
40 years	8.75

Appendix A-3

**Hourly Base Pay Scale for Non-Exempt Office Professionals, Clerical, and Classified Employees
Represented by ESPBC
Effective July 1, 2021**

Step	Grade 01 Hourly	Grade 02 Hourly	Grade 03 Hourly	Grade 04 Hourly	Grade 05 Hourly	Grade 06 Hourly	Grade 07 Hourly
01	16.83	17.66	18.52	19.34	20.16	21.06	21.92
02	17.67	18.54	19.44	20.30	21.19	22.09	23.02
03	18.55	19.48	20.41	21.31	22.25	23.20	24.16
04	19.49	20.45	21.45	22.39	23.37	24.38	25.37
05	20.46	21.48	22.49	23.50	24.53	25.60	26.66
06	21.49	22.53	23.62	24.68	25.75	26.88	27.98
07	22.41	23.53	24.65	25.77	26.88	28.07	29.22
08	23.41	24.57	25.74	26.91	28.07	29.29	30.49
09	24.45	25.65	26.86	28.10	29.29	30.59	31.85
10	25.52	26.78	28.05	29.32	30.59	31.93	33.24
31	17.67	18.54	19.44	20.30	21.19	22.09	23.02
32	18.55	19.48	20.41	21.31	22.25	23.20	24.16
33	19.49	20.45	21.45	22.39	23.37	24.38	25.37
34	20.46	21.48	22.49	23.50	24.53	25.60	26.66
35	21.49	22.53	23.62	24.68	25.75	26.88	27.98
36	22.41	23.53	24.65	25.77	26.88	28.07	29.22
37	23.41	24.57	25.74	26.91	28.07	29.29	30.49
38	24.45	25.65	26.86	28.10	29.29	30.59	31.85
39	25.52	26.78	28.05	29.32	30.59	31.93	33.24
40	26.64	27.95	29.28	30.63	31.93	33.34	34.70
61	18.55	19.48	20.41	21.31	22.25	23.20	24.16
62	19.49	20.45	21.45	22.39	23.37	24.38	25.37
63	20.46	21.48	22.49	23.50	24.53	25.60	26.66
64	21.49	22.53	23.62	24.68	25.75	26.88	27.98
65	22.41	23.53	24.65	25.77	26.88	28.07	29.22
66	23.41	24.57	25.74	26.91	28.07	29.29	30.49
67	24.45	25.65	26.86	28.10	29.29	30.59	31.85
68	25.52	26.78	28.05	29.32	30.59	31.93	33.24
69	26.64	27.95	29.28	30.63	31.93	33.34	34.70
70	27.82	29.19	30.57	31.96	33.34	34.80	36.24

Appendix A-3 (Continued)

Step	Grade 08 Hourly	Grade 09 Hourly	Grade 10 Hourly	Grade 11 Hourly	Grade 12 Hourly	Grade 13 Hourly
01	22.83	23.75	24.66	25.62	26.64	27.72
02	23.97	24.94	25.91	26.89	27.96	29.09
03	25.17	26.19	27.20	28.22	29.35	30.54
04	26.42	27.48	28.57	29.65	30.84	32.09
05	27.77	28.87	29.98	31.14	32.39	33.68
06	29.16	30.28	31.47	32.67	34.02	35.37
07	30.43	31.60	32.88	34.13	35.49	36.92
08	31.78	33.01	34.31	35.64	37.05	38.53
09	33.18	34.46	35.82	37.21	38.71	40.23
10	34.64	35.96	37.39	38.83	40.41	42.01
31	23.97	24.94	25.91	26.89	27.96	29.09
32	25.17	26.19	27.20	28.22	29.35	30.54
33	26.42	27.48	28.57	29.65	30.84	32.09
34	27.77	28.87	29.98	31.14	32.39	33.68
35	29.16	30.28	31.47	32.67	34.02	35.37
36	30.43	31.60	32.88	34.13	35.49	36.92
37	31.78	33.01	34.31	35.64	37.05	38.53
38	33.18	34.46	35.82	37.21	38.71	40.23
39	34.64	35.96	37.39	38.83	40.41	42.01
40	36.16	37.55	39.05	40.54	42.18	43.85
61	25.17	26.19	27.20	28.22	29.35	30.54
62	26.42	27.48	28.57	29.65	30.84	32.09
63	27.77	28.87	29.98	31.14	32.39	33.68
64	29.16	30.28	31.47	32.67	34.02	35.37
65	30.43	31.60	32.88	34.13	35.49	36.92
66	31.78	33.01	34.31	35.64	37.05	38.53
67	33.18	34.46	35.82	37.21	38.71	40.23
68	34.64	35.96	37.39	38.83	40.41	42.01
69	36.16	37.55	39.05	40.54	42.18	43.85
70	37.74	39.21	40.76	42.34	44.04	45.79

Appendix A-3 (Continued)

**Hourly Longevity Pay Scale for Non-Exempt Office Professionals, Clerical, and Classified Employees
Represented by ESPBC
Effective July 1, 2021**

Step	Hourly
11 years	0.76
13 years	1.14
15 years	1.52
17 years	1.90
19 years	2.28
21 years	2.68
23 years	3.04
25 years	3.42
27 years	3.81
29 years	4.18
31 years	4.56
33 years	5.34
35 years	6.11
37 years	6.86
40 years	7.62

Appendix B
Medical, Dental, & Vision Deductions for Full-Time Employees
Effective 1/1/2021 - 12/31/2021

MEDICAL INSURANCE **	Total Premium or Equivalent	Board Annual Share	Your Annual Share	Your Bi-Weekly Deduction *
CIGNA OAPIN (In Network)				
Individual	\$8,934.24	\$7,594.10	\$1,340.14	\$67.01
Parent/Child	17,701.56	15,046.33	2,655.23	132.76
Two Adults	21,320.64	18,122.54	3,198.10	159.90
Family	24,038.52	20,432.74	3,605.78	180.29
CIGNA OAP (In/Out Network)				
Individual	\$10,141.20	\$7,605.90	\$2,535.30	\$126.77
Parent/Child	20,092.32	15,069.24	5,023.08	251.15
Two Adults	24,200.28	18,150.21	6,050.07	302.50
Family	27,284.88	20,463.66	6,821.22	341.06
Kaiser Permanente HMO				
Individual	\$9,552.36	\$8,119.51	\$1,432.85	\$71.64
Parent/Child(ren)	18,925.20	16,086.42	2,838.78	141.94
Two Adults	22,794.96	19,375.72	3,419.24	170.96
Family	25,700.76	21,845.65	3,855.11	192.76
DENTAL INSURANCE **	Total Premium or Equivalent	Board Annual Share	Your Annual Share	Your Bi-Weekly Deduction *
CareFirst Regional Dental PPO				
Individual	\$333.60	\$216.84	\$116.76	\$5.84
Parent/Child or Two Adults	722.88	469.87	253.01	12.65
Family	1,095.96	712.37	383.59	19.18
CareFirst Regional Dental Traditional				
Individual	\$379.56	\$216.84	\$162.72	\$8.14
Parent/Child or Two Adults	795.96	469.87	326.09	16.30
Family	1,337.04	712.37	624.67	31.23
CIGNA Dental DHMO				
Individual	\$558.84	\$216.84	\$342.00	\$17.10
Parent/Child(ren) or Two Adults	1,071.36	469.87	601.49	30.07
Family	1,610.52	712.37	898.15	44.91
VISION INSURANCE	Total Premium or Equivalent	Board Annual Share	Your Annual Share	Your Bi-Weekly Deduction *
CareFirst Davis Vision				
Individual (Free if FTE is .5 or greater)	\$24.48	\$24.48	\$	\$
Family (includes Parent/Child and Two Adults)	93.84	24.48	69.36	3.47

*All employee benefits deductions are based upon 20 pay periods

**Domestic Partner benefits may be subject to imputed income

APPENDIX C
Baltimore County Public Schools and
Educational Support Professionals of Baltimore County
GRIEVANCE REPORT FORM

Official Use Only (For clear copies, please type or use ball point pen)

Grievance No. Level I filed with _____

Level Processed (circle one) Date Grievance Occurred _____

Informal (I) II III IV Date Grievance Filed _____

Name of Grievant _____

School or Office _____

Home Address _____

Zip Code

Home Phone _____

WHAT IS YOUR COMPLAINT? (State name and position of individual making the decision)

(Attach additional sheets, if needed. Indicate Article and Section of Master Agreement deemed to be violated.)

WHAT DO YOU THINK SHOULD BE DONE?

Signed

Send copies to: Community Superintendent (or appropriate administrator), Office Head (or appropriate administrator), ESPBC, Retain one copy

Appendix D

**RETIREMENT HEALTH PLAN ALLOWANCE FOR BCPS EMPLOYEES HIRED
ON OR AFTER JANUARY 1, 2011**

Original Base Amounts

PRE-MEDICARE RETIREES			MEDICARE RETIREES	
Yrs. Of Service	<u>Base Allowance per Years of Service</u>		<u>Base Allowance per Years or Service</u>	
	\$150.00 Retiree	\$225.00 Retiree & Dependent	\$100.00 Retiree	\$150.00 Retiree & Dependent
10	\$1,500.00	\$2,250.00	\$1,000.00	\$1,500.00
11	\$1,650.00	\$2,475.00	\$1,100.00	\$1,650.00
12	\$1,800.00	\$2,700.00	\$1,200.00	\$1,800.00
13	\$1,950.00	\$2,925.00	\$1,300.00	\$1,950.00
14	\$2,100.00	\$3,150.00	\$1,400.00	\$2,100.00
15	\$2,250.00	\$3,375.00	\$1,500.00	\$2,250.00
16	\$2,400.00	\$3,600.00	\$1,600.00	\$2,400.00
17	\$2,550.00	\$3,825.00	\$1,700.00	\$2,550.00
18	\$2,700.00	\$4,050.00	\$1,800.00	\$2,700.00
19	\$2,850.00	\$4,275.00	\$1,900.00	\$2,850.00
20	\$3,000.00	\$4,500.00	\$2,000.00	\$3,000.00
21	\$3,150.00	\$4,725.00	\$2,100.00	\$3,150.00
22	\$3,300.00	\$4,950.00	\$2,200.00	\$3,300.00
23	\$3,450.00	\$5,175.00	\$2,300.00	\$3,450.00
24	\$3,600.00	\$5,400.00	\$2,400.00	\$3,600.00
25	\$3,750.00	\$5,625.00	\$2,500.00	\$3,750.00
26	\$3,900.00	\$5,850.00	\$2,600.00	\$3,900.00
27	\$4,050.00	\$6,075.00	\$2,700.00	\$4,050.00
28	\$4,200.00	\$6,300.00	\$2,800.00	\$4,200.00
29	\$4,350.00	\$6,525.00	\$2,900.00	\$4,350.00
30	\$4,500.00	\$6,750.00	\$3,000.00	\$4,500.00
31	\$4,650.00	\$6,975.00	\$3,100.00	\$4,650.00
32	\$4,800.00	\$7,200.00	\$3,200.00	\$4,800.00
33	\$4,950.00	\$7,425.00	\$3,300.00	\$4,950.00
34	\$5,100.00	\$7,650.00	\$3,400.00	\$5,100.00
35	\$5,250.00	\$7,875.00	\$3,500.00	\$5,250.00

**Beginning in FY 09, flat dollar amounts will be adjusted by the lesser of the growth in the
US Consumer Price Index (CPI) in the prior year or 4%.**

FY 2009 Adjustment (Calendar Year 2007 CPI)	2.85%
FY 2010 Adjustment (Calendar Year 2008 CPI)	3.84%
FY 2011 Adjustment (Calendar Year 2009 CPI)	0.36%
FY 2012 Adjustment (Calendar Year 2010 CPI)	1.64%
FY 2013 Adjustment (Calendar Year 2011 CPI)	3.16%
FY 2014 Adjustment (Calendar Year 2012 CPI)	1.47%
FY 2015 Adjustment (Calendar Year 2013 CPI)	1.47%
FY 2016 Adjustment (Calendar Year 2014 CPI)	1.62%
FY 2017 Adjustment (Calendar Year 2015 CPI)	0.12%
FY 2018 Adjustment (Calendar Year 2016 CPI)	1.26%
FY 2019 Adjustment (Calendar Year 2017 CPI)	2.17%
FY 2020 Adjustment (Calendar Year 2018 CPI)	1.90%
FY 2021 Adjustment (Calendar Year 2019 CPI)	2.29%
FY 2022 Adjustment (Calendar Year 2020 CPI)	1.4%

Appendix E

**ESPBC Bargaining Unit Job Titles
(For information only – These job titles are not negotiable)**

Title Code	Job Title
K2909	ACCOUNTS PAYABLE REPRESENTATIVE
K2201	ADMIN SECRETARY I
K2202	ADMIN SECRETARY II
K2203	ADMIN SECRETARY III
A3492	ASSISTANT-THERAPIST
K2211	BENEFITS REPRESENTATIVE I
K2212	BENEFITS REPRESENTATIVE II
K2804	CAREER/TECHNOLOGY EDUC TECH
K2959	CERTIFICATION ASSISTANT
K2206	CLERK I
K2207	CLERK II
K2208	CLERK III
K2209	CLERK IV
K7641	COMPUTER SUPPORT TECHNICIAN
K2934	COPY & PRINT SERV TECH I
K2935	COPY & PRINT SERV TECH II
K2936	COPY & PRINT SERV TECH III
K2937	COPY & PRINT SERV TECH IV
K2956	EEO ASSISTANT
K2938	ENGINEERING RECORDS TECH I
K2939	ENGINEERING RECORDS TECH II
K2962	FACILITIES MANAGEMNT ASSISTANT
K3701	FAMILY SERVICES CASE MANAGER
K2925	FISCAL ASSISTANT I
K2926	FISCAL ASSISTANT II
K2927	FISCAL ASSISTANT III
A3508	HEALTH ASSISTANT
K2971	HR ASSISTANT, LEAD
K2972	HR ASSOCIATE, STAFFING
K2970	HUMAN RESOURCES ASSISTANT
K2910	INFANTS TODDLERS REPRESENTATIVE
A3600	INTERPRETER
K2917	INVESTIGATIONS & RECORDS REP
K7648	IT PROJECT MGMT ASSISTANT
K7500	IT SUPPORT TECHNICIAN I
K7502	IT SUPPORT TECHNICIAN II
A3601	LANGUAGE INTERPRETER
K2210	LEAD CLERK
K7504	LEAD IT SUPPORT TECHNICIAN
K2940	LEAVES REPRESENTATIVE
K2808	LIBRARY MEDIA ASSISTANT
K2503	OFFICE ASSISTANT

K2200	OFFICE SECRETARY
K2965	OPER ASST, USE OF FACILITIES
A3506	PARAEDUCATOR-HEALTH
A3504	PARAEDUCATOR-JOB DEVELOPER
A3501	PARAEDUCATOR-LIBRARY & MEDIA
A3400	PARAEDUCATOR-REG INSTRUCTION
A3503	PARAEDUCATOR-SCIENCE LAB
A3507	PARA-SPECIAL EDUCATION
K2902	PARENT SERVICES REPRESENTATIVE
K2924	PRINT GRAPHICS ASSISTANT
K2941	PRODUCTION CONTROL TECH
K2942	SR. PRODUCTION CONTROL TECH
K2405	PROGRAM ASSISTANT
K2961	PURCHASING ASSISTANT
K2963	PURCHASING ASSOCIATE
K7655	QUALITY ASSURANCE TESTER
K2915	REPR, FIELD-SR TELEPHONE
K3001	REPRESENTATIVE I, ASSESSMENT
K3002	REPRESENTATIVE II, ASSESSMENT
K2901	RESIDENCY INVESTIGATOR
K2912	RETIREMENT REPRESENTATIVE I
K2914	RETIREMENT REPRESENTATIVE II
K2911	RISK MANAGEMENT REPRESENTATIVE
K2806	ROUTING SYSTEMS TECHNICIAN
K2603	SCHOOL GUIDANCE SECRETARY
K2604	SCHOOL RECORDS SECRETARY
K2406	SPECIALIZED CLERK
A3603	SPEECH TO PRINT TRANSCRIBER
K7650	TECHNICAL SUPPORT PERSON
K2705	TECHNICIAN-PIANO
K2920	TELECOMMUNICATIONS TEAM LEAD
K2805	TRANSPORTATION ASSISTANT
K2809	TRANSPORTATION REPRESENTATIVE
K7652	USER SECURITY SUPPORT TECH
K2918	VIDEO TECHNICIAN

APPENDIX F EXTRA COMPENSATION

STUDENT ACTIVITIES

\$1,086¹/\$1,108²

Art Club
 Battle of the Books - Elementary
 Black Saga
 Charitable Services Club (e.g. Key Club, Rotoract, Red Cross, Linus, etc.)**
 Chess
 Class Advisor - Freshman
 Class Advisor – Sophomore
 Coding Club – Elementary, Middle, and High Schools
 DestiNation ImagiNation**
 Drama – Theater Production- Elementary
 Drama Club
 Foreign Language Club (e.g. Chinese, French, Spanish, Sign Language etc.)
 Future Business Leaders of America (FBLA) – Middle School
 Future Educators’ Association
 Health Occupation Students of America (HOSA)
 Instrumental Music**++
 Its’ Academic
 LGBT Related Groups
 Literary Magazine
 Math Counts
 Math 24 Challenge
 Math, Engineering, and Science Achievement (MESA)
 Mock Trial
 Model United Nations
 National Honor Societies of America - Elementary++
 Quiz Bowl
 Robotics – Elementary**
 School Store
 Student Council – Elementary
 Student Service Learning**
 Students Against Destructive Decisions (SADD)

\$2,169¹/\$2,212²

Broadcast Production Facilitator**
 Charitable Services Club (e.g. Key Club, Rotoract, Red Cross, Linus, etc.)**
 Class Advisor – Junior
 Dance**
 DestiNation ImagiNation**
 Distributive Education Clubs of America (DECA)
 Drama – Technical Theater
 Drama – Theater Productions - Secondary **
 Forensics**
 Future Business Leaders of America (FBLA) – High School**
 Green School/Environmental Club**
 Instrumental Music**++
 Intramurals
 National Honor Societies of America - Secondary++
 Newspaper**
 Robotics – Elementary**
 Robotics - Secondary**
 School Annual/Yearbook – Elementary
 Skills USA **
 Student Council – Middle School
 Student Service Learning**
 Supervised Occupational Exploration Program (SOEP)
 Vocal Music**

\$3,251¹/\$3,316²

Broadcast Production Facilitator**
 Charitable Services Club (e.g. Key Club, Rotoract, Red Cross, Linus, etc.)**
 Class Advisor - Senior
 Dance**
 Drama – Theater Productions – Secondary **
 Forensics**
 Future Business Leaders of America (FBLA) – High School**
 Future Farmers of America (FFA)
 Green School/Environmental Club**
 Instrumental Music**++
 Junior Reserve Officer Training Corps (JROTC)
 Newspaper**
 Robotics - Secondary**
 School Annual/Yearbook – Secondary
 Skills USA**
 Student Council – High School
 Vocal Music**

OTHER ACTIVITIES

\$1,086¹/ \$1,108²

Art Show Coordinator
 Science Fair Coordinator**
 Science, Technology,
 Engineering, and Math Fair
 Coordinator**
 Technology Liaison**
 Webmaster**

\$2,169¹/ \$2,212²

Advanced Academics
 Facilitator – Elementary,
 Middle, and High School**
 Athletics Activity Advisor –
 Middle School**
 Graduation Coordinator –
 High School
 Green School Coordinator
 Magnet Program Site
 Coordinator - Elementary
 Scholastic Aptitude Test (SAT)
 Coordinator
 Science Fair Coordinator**
 Science, Technology,
 Engineering, and Math Fair
 Coordinator**
 Technology Liaison**
 Webmaster**

\$3,251¹/ \$3,316²

Advanced Academics Facilitator –
 Elementary, Middle, and High
 School**
 Advanced Placement (AP)
 Coordinator
 Advancement Via Individual
 Determination Coordinator (AVID)
 Athletics Activity Advisor – Middle
 School**
 Magnet Program Site Coordinator –
 Secondary
 PBIS Coordinator
 School Coordinator for Student
 Mentoring
 Technology Liaison**

**These activities are listed in more than one category, depending upon the scope of the responsibility and activity.

++Additional information is located within Article XVI.

Dependent upon the scope of responsibility and level of student participation in the activity, a school may have, with Executive Director approval, up to two (2) sponsors at a single level or combination of levels who are each paid a full stipend.

INTERSCHOLASTICS – Varsity Head Coach*

\$2,212

Allied Sports (per season)
 Cheerleading (Spring)
 Middle School Coaches

\$2,685

Badminton
 Cheerleading (Fall)
 Cross Country
 Golf

\$3,316

Athletic Directors (per season)
 Baseball
 Certified Athletic Trainer (per season)
 Cheerleading (Winter)
 Field Hockey
 Lacrosse
 Soccer
 Softball
 Tennis
 Track and Field

\$3,843

Volleyball

\$4,107

Indoor Track

\$5,055

Basketball
 Wrestling

\$5,688

Football

*JV Coach receives 80% and Assistant Coach receives 55% of the compensation listed for the Head Coach. The junior varsity coach becomes assistant varsity coach at the end of the junior varsity season.

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FOR THE BOARD OF EDUCATION OF BALTIMORE COUNTY:

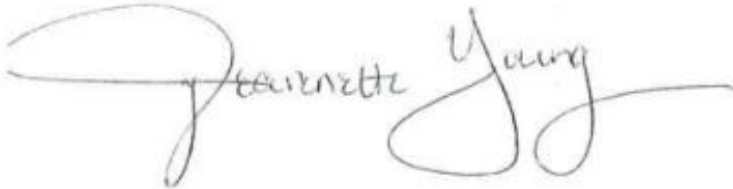


Makeda Scott, Board Chair



Darryl L. Williams, Superintendent

**FOR THE EDUCATION SUPPORT PROFESSIONALS OF BALTIMORE COUNTY
(ESPBC):**



Jeannette Young, President and Negotiating Team Chairperson