



Baltimore County Public Schools
Organization of Professional Employees

2022 Annual Report

BCPSOPE Mission: Give our members a voice in the workplace



We protect and improve the wages, benefits and work conditions of our members and their families.



We encourage professional development, and advocate for a safe, secure, fair, and healthy workplace.



We affirm the dignity and value of our members and the work they perform, as we enhance the performance of the organization.



We have evolved from a union into a bargaining unit. We are a professional association and we believe in unity.

Ongoing Strategic Goals

Working in tandem with BCPS Leadership to shape and form a positive work climate

Continuous Collaboration with BCPS Leadership and Other Unions to support our work force

Continue Ombudsman support and Discounted Legal Services to support our members

Ongoing Focus Areas

Increase employee membership and involvement

Advocate for the issues that directly impact our members

Provide honest and transparent communication



BCPSOPE 2022 Accomplishments

- Communicate Feedback via mobile app

IN PROGRESS

- Negotiation Items

Compensation

Master Agreement updates

- Monthly meetings with the Superintendent
- Continued publication of “Voices” newsletter



Negotiations

FY23 Negotiation Proposal

14.3 Bachelor and Master's Degree Stipend \$1,000.00 stipend for the attainment of a Bachelor, Masters or Doctorate degree.

Response

Skills and experience have become as vital as a degree. Positions that require a degree are compensated accordingly. BCPS will continue provide credit reimbursement for those seeking a degree.

Negotiations

FY23 Negotiation Proposal

13.4 Telework Proposal - The Telework Program Guidelines, developed and implemented in July 2020, provide the conditions, processes, and practices by which telework will be operationalized.

Response

Teleworking is a managerial prerogative and not negotiable since it effects management's ability to assign work. It is not an employee-initiated action.

Negotiations

FY23 Negotiation Proposal

16.1 Salary Increase – All OPE employees will advance to next grade – 6% increase. An additional 2% step for those beyond step 23 (8% increase)

Response

Accepted by the BCPS Board but not funded by the County Executive and the County Council

Negotiations

FY23 Negotiation Outcome

Duration of Agreement 16.1.1

- A 3% COLA and advance two steps on the salary scale effective January 1, 2023 and retroactive to July 1, 2022.
- Steps 1 – 21: 7% increase
- Step 22: 1 step 5% increase
- Step 23 (top step) 5% increase. All employees at the top step of their scale will also receive \$2500.
- All employees will receive retention bonus of at least \$1000 in Spring 2023.

Update on Telework

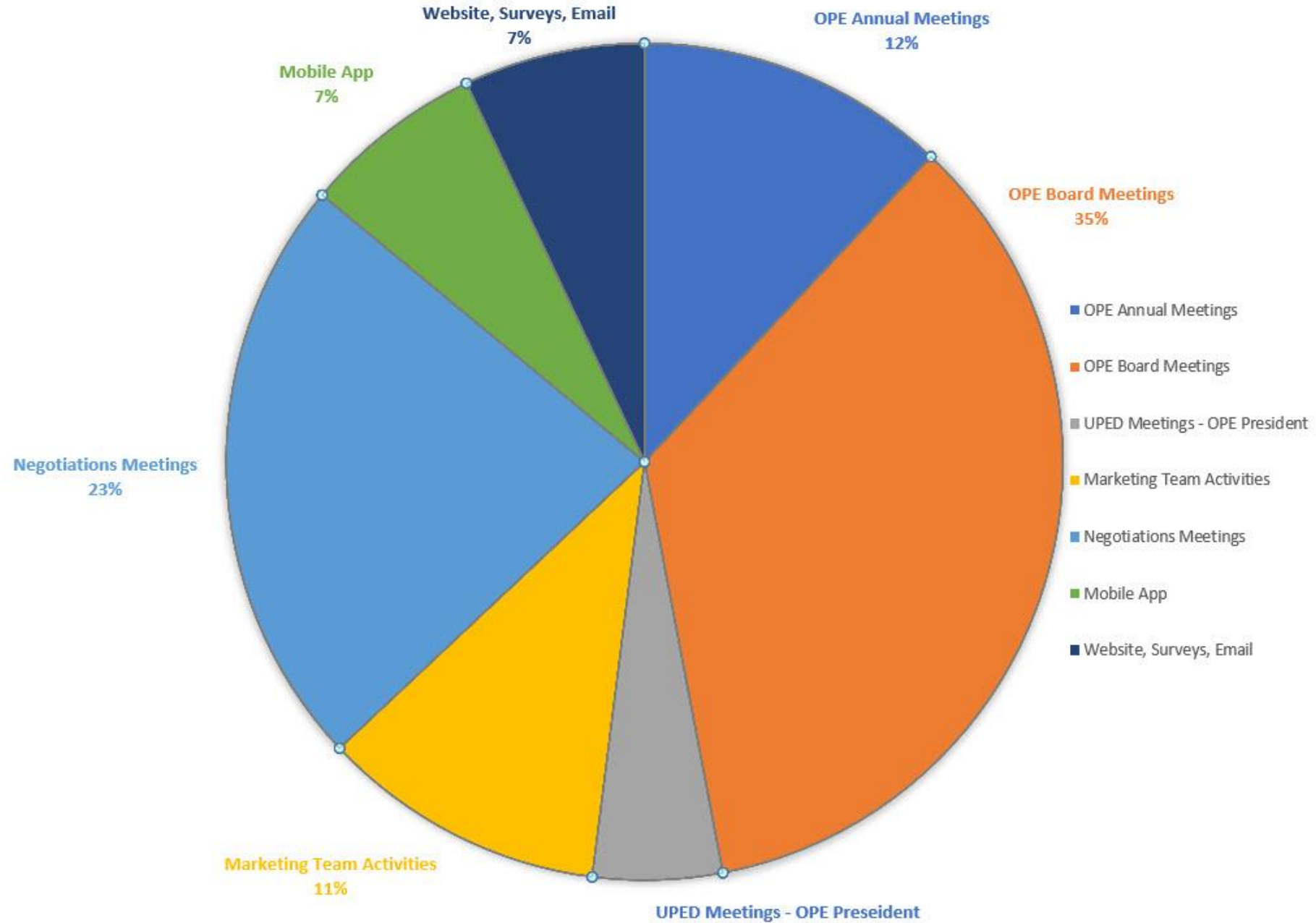
Bulk of the questions/concerns flow through our intake email.

We work closely with the BCPS leadership to establish consistency with the allocation of remote work opportunities.

At present, the allocation is five days a month for employees that have qualified for remote work.

BCPSOPE is run by
volunteers

BCPSOPE VOLUNTEER ANNUAL HOURS



Member Benefits

Join system initiatives and committees	Survey input and use of OPE phone app
Ombudsman Service	Grievance Procedure Support
Discounted Legal Services	Negotiation participation opportunities
Member at Large opportunities	Participation at BCPSOPE Board meetings
Voices e-mail newsletter	Happy Hour Events

We appreciate your membership

Process to become a
BCPSOPE member

A photograph of a dirt path winding through a forest during autumn. The path is covered in a thick layer of fallen orange and yellow leaves. The trees are tall and thin, with their leaves also in various shades of autumn. The lighting is soft, suggesting an overcast day. The overall mood is peaceful and scenic.

Questions & Answers

Prize Wheel



BCPSOPE Annual Meeting

**Thank you for your
support!**

**Check the BCPSOPE
website for updates
<http://www.bcpsope.org>**