

MEMORANDUM OF UNDERSTANDING

between the

BALTIMORE COUNTY PUBLIC SCHOOLS (BCPS)

and the

**BALTIMORE COUNTY PUBLIC SCHOOLS ORGANIZATION OF PROFESSIONAL
EMPLOYEES (OPE)**

The Board of Education of Baltimore County (“Board”) and the Baltimore County Public Schools Organization of Professionals Employees (OPE) (hereinafter jointly referred to as “Parties”) hereby enter into this Memorandum of Understanding (“MOU”), which addresses issues pertaining to compensatory time earned by OPE represented employees during FY 21.

Whereas, the Parties acknowledge the unusual circumstances imposed on the school system, its employees, and students by the COVID-19 pandemic as well as the ransomware attack of November 24, 2021; and

Whereas, the Board seeks to recognize and compensate those OPE employees who earned compensatory time while working to ensure the ability of staff to work remotely and students to participate in virtual instruction during the duration of remote and hybrid learning and in the aftermath of the ransomware attack; and

Whereas, Article 13.2.1 of the Agreement between the Parties imposes conditions on how compensatory time is to be used,

Now therefore, the Parties by their signatures below, agree to follow the terms and conditions of Article 13.2.1 relating to the use of compensatory time earned in FY 21 except that OPE employees shall not be required to use compensatory time prior to using vacation time and/or personal business leave and that all unused compensatory time shall be paid to employees at the end of the fiscal year.

The Parties agree that this MOU will expire on June 30, 2021.

BCPSOPE: **Nicholas P. Argyros**

Printed Name

Nicholas Argyros

4/21/2021

Signature

Date

BCPS: **George M. Duque**

Printed Name

George M. Duque

4/20/2021

Signature

Date