



Baltimore County Public Schools
Organization of Professional Employees

2021 Annual Report

Our Mission:

Provide our members with 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.

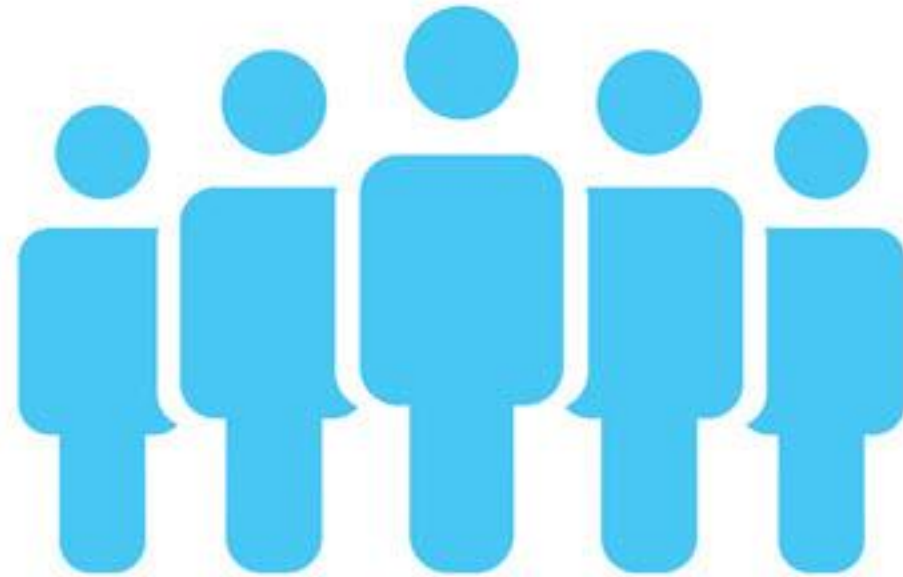
Ongoing Work and Strategic Goals

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

Continue
Professional
Development

Continue
Ombudsman support
and Discounted Legal
Services

Ongoing UPED Meetings



UNION LEADERS

BCPSOPE 2019-2021 Accomplishments

- Website Redesign bcpsope.org
- Communicate Feedback via mobile app
- Negotiation Items:
 - Vacation Time
 - Comp Time
- Monthly meetings with the Superintendent
- “Voices” newsletter
- Coordination with Organizational Effectiveness to provide training geared to non-certificated professional staff
- Telework Program



KUDOS 2020 - 2021

- **Food and Nutrition** services served more than 4 million meals to students
- **Transportation** delivered meals for F&N working incredible hours
- **Technology** prepared devices for students to take home. Achieved a 1:1 device ratio for K - 12 and provided family internet access through hot spots
- **Human Resources** hired over 2,000 employees (certificated and non-certificated)
- **BMIS** implemented Finance, HR, ESS, and Budget systems in the cloud; rebuilt W-2 Tax Reporting batch processes; reconstructed over 50 interfaces to financial institutions, local and state governments, and bargaining units
- **Fiscal Services** worked on premise to make sure we got paid and leave time was restored. Prepared BCPS' application for federal relief funds under the CARES Act

KUDOS 2020 - 2021

- **BCPS TV** never stopped airing teacher and school-based programming during the pandemic and ransomware attack. Includes teacher based virtual learning, virtual school board meetings, arts, music and dance programming, student produced content, Race & Racism Virtual Town Hall
- **Communications** relaunched bcps.org, earned 10 communications awards from the National School Public Relations Association in 2021, expanded student leadership programs to include new Baltimore County Junior Council
- **School Climate and Safety** - inaugural Social-Emotional Learning Summit to support student, family, and staff wellness
- **DRAA** created and maintained the COVID Dashboard

KUDOS 2020 - 2021

- **Facilities** worked onsite daily during the shutdown and were essential to the reopening of buildings
- **Organizational Effectiveness** designed and delivered over 100 sessions to support the social, emotional and wellness needs of staff during the COVID-19 closure to over 1,000 employees each month. Reimagined the equity training sessions so that they are available virtually with daytime and evening options.
- BCPS Reopening Plan: **BCPS Design Team, the BCPS COVID-19 Task Force, and the BCPS Recovery Plan Stakeholder Group**

BCPSOPE Ongoing Focus Areas

Build employee membership

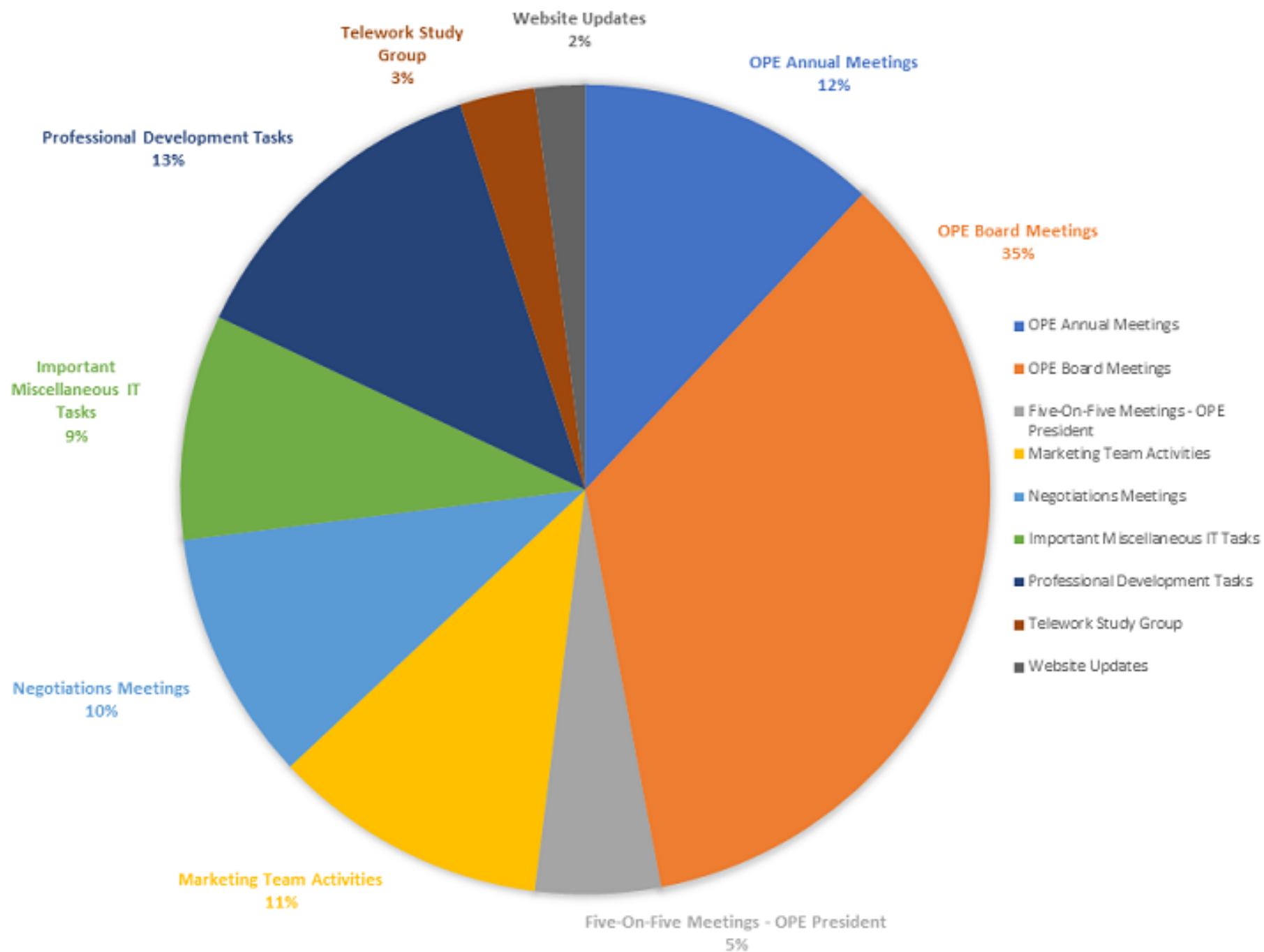
Training

Member Support and Volunteers

We need volunteers

BCPSOPE is run by
volunteers, and we need
more members to assist.

BCPSOPE VOLUNTEER ANNUAL HOURS



We need members

Process to become a
BCPSOPE member

Member Benefits

Negotiations and Master Agreement	Unified Sick Bank Leave
Salary Modifications, COLA and Step Increases	Grievance Procedures
Basic Benefits Negotiation	Voluntary Benefits Negotiation
Leaves of Absence	Representation at BOE meetings, with Superintendent and Baltimore County
Tuition Reimbursement	Professional Development
Mileage Reimbursement	Ombudsman Service
Opportunity to join system initiatives and committees	Discounted Legal Services

DOOR PRIZES



BCPSOPE
Annual
Meeting

**Thank you for your
support!**

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