

MEMORANDUM OF UNDERSTANDING

between the

BOARD OF EDUCATION OF BALTIMORE COUNTY (BOARD)

and the

BALTIMORE COUNTY PUBLIC SCHOOLS ORGANIZATION OF PROFESSIONAL EMPLOYEES (OPE)

Approved Compensatory Time – Accrual and Payout

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 FY22.

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 cyberattack of November 24, 2020, are continuing to impact BCPS during FY22; and

Whereas, the Board seeks to recognize and compensate those OPE employees who earn compensatory time in accordance with Article 13.2.1 of the Master Agreement, when directed to work beyond regularly scheduled work hours, or when required to work outside of their regularly scheduled workday to address continuing data system disruptions resulting from the consequences of the cyberattack, the ongoing impact of the COVID-19 pandemic, and/or staffing shortages; 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 FY22 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 throughout the fiscal year and at the end of the fiscal year.

Supervisors shall submit the signed OPE Employee Compensatory Time Reporting Authorization to Work Beyond Scheduled Hours form to the Office of Payroll with an employee’s compensatory time earned in hours and in fifteen (15) minute increments. The form shall also indicate the employee’s election to be paid or accrue time.

The Parties agree that this MOU will expire on June 30, 2022.

OPE: **Nicholas P. Argyros**
Printed Name
Nicholas Argyros 1/13/2022
Signature Date

BOARD: **George M. Duque**
Printed Name
George M. Duque 1/13/2022
Signature Date