

Negotiations Summary 2021-2022

We began negotiations on October 19, 2021. Negotiations did not conclude until June, 2022. It is the longest negotiation period we have experienced in recent memory caused primarily by the pandemic and economic conditions that have impacted not only the school system but all of county government. As a result, as the year progressed compensation proposals and counter proposals were modified to adjust to changes in resources and funding. In addition, we proposed a degree stipend and a telework article.

While the initial message sent yesterday suggests foregoing COLA and steps, the negotiation team utilized other compensation mechanisms to ensure the resulting compensation for FY23 is significant, reflects the effort all OPE staff have dedicated over the last several years.

IMPORTANT: The budget and negotiated Master Agreement is still tentative pending the Board’s final approval and the County Council authorization of funds.

Article XIV – Compensation

We used the salary restructure in lieu of the COLA and step which gives all members additional growth compared to the previous pay scale. See the new salary scales below.

The final agreement will result in all OPE employees receiving a 6% increase in their salary because of the new values in the scale for your existing grade. In addition, the creation of step 24 will allow every OPE employee who is at Step 23 as of June 30, 2022 to receive an additional 2% salary increase as of January 1, 2023. Therefore, those at step 24 will realize an 8% increase in their annual salary (movement to the next grade 6% plus an additional step 2%). The changes will be retroactive to July 1, 2022.

Below are the number of individuals presently at step 23 and their respective grades.

** An additional 13 individuals will reach grade 23 in FY 23.

10 – month

Grade	Number of Individuals
2	2
3	2
4	6

12 – month

Grade	Number of Individuals
3	2
4	1
5	4
7	17
8	10
9	11
10	3
11	5

The new restructured **10-month salary scale** (Grades 1-9) is below:

Step	Grade 01 Annual	Grade 02 Annual	Grade 03 Annual	Grade 04 Annual	Grade 05 Annual	Grade 06 Annual	Grade 07 Annual	Grade 08 Annual	Grade 09 Annual
01	31,457	33,333	35,322	37,429	39,669	42,038	44,549	47,213	50,033
02	32,085	33,999	36,029	38,180	40,462	42,880	45,439	48,156	51,034
03	32,728	34,679	36,750	38,943	41,272	43,737	46,349	49,119	52,055
04	33,382	35,372	37,484	39,723	42,097	44,612	47,275	50,102	53,096
05	34,051	36,080	38,235	40,516	42,939	45,503	48,222	51,105	54,158
06	34,731	36,802	39,000	41,328	43,798	46,413	49,184	52,126	55,240
07	35,426	37,537	39,780	42,154	44,673	47,342	50,170	53,169	56,346
08	36,136	38,290	40,576	42,997	45,566	48,289	51,172	54,230	57,473
09	36,859	39,056	41,388	43,859	46,478	49,254	52,196	55,316	58,622
10	37,595	39,837	42,215	44,734	47,408	50,240	53,241	56,422	59,793
11	38,347	40,633	43,060	45,630	48,355	51,243	54,306	57,550	60,991
12	39,114	41,447	43,920	46,543	49,324	52,269	55,392	58,701	62,210
13	39,896	42,276	44,800	47,474	50,309	53,315	56,500	59,876	63,455
14	40,695	43,122	45,697	48,422	51,316	54,380	57,630	61,073	64,724
15	41,509	43,983	46,609	49,390	52,342	55,468	58,784	62,295	66,020
16	42,339	44,864	47,541	50,379	53,389	56,577	59,959	63,540	67,340
17	43,185	45,760	48,493	51,387	54,457	57,709	61,158	64,811	68,686
18	44,049	46,676	49,462	52,416	55,546	58,862	62,381	66,107	70,059
19	44,929	47,611	50,451	53,464	56,656	60,040	63,630	67,430	71,461
20	45,828	48,562	51,460	54,533	57,790	61,240	64,902	68,779	72,890
21	46,746	49,534	52,490	55,625	58,946	62,465	66,200	70,155	74,349
22	47,681	50,524	53,540	56,738	60,125	63,714	67,523	71,557	75,835
23	48,634	51,534	54,610	57,871	61,326	64,988	68,874	72,987	77,352
24	49,607	52,565	55,702	59,028	62,553	66,288	70,251	74,447	78,899

The new **12-month salary scale** (Grades 1-12) is below:

Step	Grade 01 Annual	Grade 02 Annual	Grade 03 Annual	Grade 04 Annual	Grade 05 Annual	Grade 06 Annual	Grade 07 Annual	Grade 08 Annual	Grade 09 Annual	Grade 10 Annual	Grade 11 Annual	Grade 12 Annual
01	58,540	62,040	65,747	69,682	73,850	78,269	82,953	87,918	93,184	98,760	104,672	110,941
02	59,711	63,280	67,063	71,078	75,327	79,833	84,611	89,677	95,048	100,735	106,765	113,160
03	60,904	64,547	68,404	72,500	76,834	81,430	86,305	91,471	96,947	102,750	108,902	115,422
04	62,122	65,837	69,772	73,949	78,371	83,059	88,032	93,300	98,886	104,805	111,079	117,731
05	63,364	67,154	71,168	75,428	79,937	84,719	89,793	95,166	100,864	106,902	113,301	120,088
06	64,631	68,498	72,591	76,937	81,536	86,415	91,588	97,070	102,881	109,038	115,568	122,488
07	65,925	69,868	74,042	78,476	83,167	88,144	93,419	99,010	104,939	111,221	117,879	124,938
08	67,244	71,264	75,522	80,046	84,830	89,907	95,287	100,991	107,037	113,443	120,237	127,437
09	68,588	72,691	77,033	81,646	86,528	91,704	97,193	103,012	109,178	115,712	122,641	129,986
10	69,960	74,144	78,575	83,278	88,259	93,539	99,137	105,072	111,362	118,026	125,094	132,586
11	71,359	75,626	80,144	84,945	90,023	95,410	101,121	107,174	113,588	120,388	127,598	135,238
12	72,787	77,139	81,749	86,644	91,824	97,317	103,142	109,317	115,860	122,796	130,148	137,941
13	74,243	78,682	83,383	88,377	93,662	99,263	105,205	111,503	118,177	125,252	132,753	140,701
14	75,727	80,256	85,052	90,145	95,534	101,248	107,309	113,733	120,541	127,756	135,406	143,515
15	77,242	81,860	86,753	91,948	97,446	103,274	109,455	116,009	122,951	130,311	138,115	146,385
16	78,787	83,496	88,488	93,786	99,395	105,339	111,646	118,329	125,410	132,917	140,876	149,313
17	80,362	85,168	90,258	95,663	101,383	107,446	113,877	120,696	127,919	135,575	143,695	152,298
18	81,969	86,870	92,063	97,575	103,410	109,595	116,157	123,109	130,477	138,287	146,569	155,345
19	83,608	88,607	93,904	99,527	105,479	111,786	118,478	125,572	133,087	141,053	149,498	158,452
20	85,281	90,379	95,782	101,517	107,588	114,022	120,848	128,082	135,749	143,873	152,489	161,621
21	86,987	92,188	97,697	103,547	109,740	116,303	123,265	130,645	138,462	146,750	155,539	164,853
22	88,726	94,032	99,651	105,618	111,935	118,629	125,729	133,258	141,232	149,686	158,650	168,150
23	90,502	95,914	101,644	107,730	114,173	121,002	128,245	135,921	144,057	152,680	161,823	171,513
24	92,312	97,832	103,677	109,885	116,456	123,422	130,810	138,639	146,938	155,734	165,059	174,943

**At present, there is not a 12-month OPE employee above grade 11. Grade 12 on the new salary scale would allow for the creation of an OPE position that would qualify for Grade 12 status as designated by HR.

Final Master Agreement Article XVI – Duration of Agreement

16.1 The provisions of this agreement shall be effective through June 30, 2023, as indicated in the following:

16.1.1 Effective July 1, 2022, Fiscal Year (FY) 23, all BCPSOPE represented employees shall be paid in accordance with FY22, January 1, 2022, scales contained in Appendices A-1 and A-2. Salary scale steps shall not be funded.

16.1.2 No later than January 1, 2023, a new twelve-month OPE salary scale made up of thirteen (13) grades and 24 steps as contained in Appendix A-3 shall be activated. The new twelve-month OPE scale shall be created by shifting all current grades to the left starting with the current Grade 14. The shifting shall result in all current grade 2 step values becoming the new grade 1 step values, the current grade 3 step values becoming the new grade 2 step values and so on thereby creating the new scale comprised of 13 grades. The new step 24 shall be added in accordance with current two per cent (2%) step intervals that shall be maintained throughout the scale.

16.1.3 No later than January 1, 2023, all twelve-month BCPS OPE represented employees shall be moved onto their respective new scale in their appropriate grade and on to the step that they held in FY 22. No later than the first pay after January 1, 2023, all BCPSOPE twelve-month employees shall receive pay adjustments in accordance with the new scales retroactive to July 1, 2022.

16.1.4 No later than January 1, 2023, all twelve-month BCPSOPE represented employees who were on Step 23 as of June 30, 2022, shall be moved to Step 24 and shall receive pay adjustments no later than the first pay after January 1, 2023 in accordance with the new Step 24 value retroactive to July 1, 2022.

16.1.5 No later than January 1, 2023, a new ten-month OPE salary scale for Cafeteria Managers made up of nine (9) grades and 24 steps as contained in Appendix A-4 shall be activated. The new BCPSOPE scale for Cafeteria Managers shall be created by shifting all current grades to the left starting with the current Grade 10. The shifting shall result in all current grade 2 step values becoming the new grade 1 step values, the current grade 3 step values becoming the new grade 2 step values and so on thereby creating the new scale comprised of 9 grades. The new step 24 shall be added in accordance with current two per cent (2%) step interval that shall be maintained throughout the scale.

16.1.5 No later than January 1, 2023, all ten-month BCPS OPE represented employees shall be moved onto their respective new scale in their appropriate grade and on to the step that they held in FY 22. No later than the first pay after January 1, 2023, all BCPSOPE ten-month employees shall receive pay adjustments in accordance with the new scales retroactive to July 1, 2022.

16.1.6 No later than January 1, 2023, all ten-month BCPSOPE represented employees who were on Step 23 as of June 30, 2022, shall be moved to Step 24 and shall receive pay adjustments no later than the first pay after January 1, 2023, in accordance with the new Step 24 value retroactive to July 1, 2022.

16. 2[1.3] Unless the parties mutually agree to the contrary during negotiations, negotiable items will be as follows. For the FY 24 [23] successor agreement, all existing articles shall be open for negotiations.

16. 3[2] 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.

When members were surveyed the following issues also surfaced as priorities. The articles were addressed and the outcomes are below.

Article XIV - Compensation

14.3 Bachelor, Masters, and Doctorate Stipend Proposal

The Board will pay a one-thousand-dollar (\$1,000.00) stipend for the attainment of a Bachelor, Masters or Doctorate degree.

Board Response

There will be no change in this article. 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.

There have been numerous articles this year in several national publications (e.g. Harvard Business Review, New York Times, Wall Street Journal, Forbes, Fast Company, Inc.) sharing the value of skills versus a degree in today's job market. In fact, some corporations (e.g. Google, Apple), are deleting degree requirements from their job postings.

Article XIII - Working Conditions

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 for OPE employees, recognizing that present and future implementation is at the discretion of the Superintendent.

The Telework Program Guidelines will be accessible to all OPE employees and they will be informed of the opportunity to telework. If an employee is denied the opportunity to telework, the appropriate supervisor will provide an explanation based on the criteria as established in the Telework Program Guidelines.

Board Response

Board's position is teleworking is a managerial prerogative and not negotiable. It is not an employee-initiated action. The Board and union collaborated in developing guidelines, checklists, and training modules in support of the guidelines. Guidelines are a part of the systems documented resources and are in place when management determines a position potentially for teleworking. OPE can disseminate information to employees. It is the supervisor/managerial position as to whether the position is in line with teleworking.

OPE asked that all employees be informed of the telework guidelines - open and clear communication with employees. OPE recognizes it is job specific and clearly recognizes it is not a right of every employee. The guidelines are available and OPE may share them with unit members.