

## Article VIII Member Protection

### 8.6 Procedure in Case of Threat [~~(Assault)~~] and/or Physical Attack [~~(Battery)~~]

Any case of **VERBAL** threat [~~(assault)~~] and/or physical attack [~~(battery)~~] upon a **N EMPLOYEE** [~~staff member~~] while acting within the scope of **THE EMPLOYEE'S** [~~his/her~~] duties shall be promptly reported to the appropriate supervisor, office head, or director. The scope of the employee's duties, in such cases, shall be defined to include the regular workday, and any extracurricular activity or duty, whether a school-sponsored, system-sponsored, or PTA-sponsored event or activity.

Administrators and supervisory personnel shall proceed in accordance with the ***COMPREHENSIVE SAFETY PLAN***. [~~*Critical Response and School Emergency Safety Management Guide, Workplace Violence: Guidelines for Administrators Dealing with Threat and Physical Attack on a Staff Member.*~~]

The appropriate supervisor, office head or director shall share with the employee all information relative to the immediate threat and/or physical attack relating to the persons involved, that is not legally prohibited, and will act in appropriate ways as liaison between the employee(s), the police, and the courts. The appropriate supervisor, office head or director, or a member of the Superintendent's staff will appear with the employee at any consequent hearing.

Staff members shall report to the appropriate administrator any threats of civil or criminal action against them arising out of and in the course of their employment. OPE members are also encouraged to contact OPE.

## Article IX Absences and Leaves

### [Special] Religious **HOLIDAY AND RELIGIOUS** [~~Observance~~] Leave

9.12 Employees will be permitted a total of seven (7) days for **PERSONAL, SINCERELY HELD** religious holidays **AS DEFINED IN BOARD POLICY**. These [~~seven~~] days include **TWO (2) PAID RELIGIOUS HOLIDAY LEAVE DAYS PLUS AN EMPLOYEE'S** [~~the~~] five (5) urgent personal business [~~leave~~] days [~~allowed~~]. **FOR THOSE RELIGIOUS HOLIDAYS NOT INCLUDED ON THE MARYLAND STATE DEPARTMENT OF EDUCATION (MSDE) STATE TESTING AND TRAINING CALENDAR AND/OR THE BCPS CALENDAR,** t[~~F~~]he employee is required to submit **A LETTER FROM THEIR RELIGIOUS**

**LEADER** one (1) week in advance, to the appropriate administrator, [~~a letter~~] stating the intent to be absent on a duty day **BECAUSE OF** [~~to observe~~] a **PERSONAL** religious holiday **OR TO TAKE TIME TO PARTICPATE IN A RELIGIOUS OBSERVANCE FOR THAT EMPLOYEE'S RELIGIOUS BELIEF DURING THE DUTY DAY.**

**A REQUEST FOR RELIGIOUS HOLIDAY MUST BE PROVIDED ON LETTER HEAD AND INCLUDE THE FOLLOWING: DATE OF REQUEST, EMPLOYEE'S NAME, RELIGIOUS AUTHORITY'S CONTACT INFORMATION, DATES FOR WHICH THE EMPLOYEE IS REQUESTING TO BE ABSENT FROM WORK TO FULFILL RELIGIOUS OBLIGATION, AND THE RELIGIOUS AUTHORITY'S SIGNATURE.**

In determining religious holidays beyond the seven (7) **PERMITTED** days [~~allowed~~], the Superintendent will request, from appropriate religious authorities, verification of the requirement for employees to be absent from work to fulfill religious obligations. Should religious authorities verify that more than seven (7) days are needed by the employee; the employee shall be granted the additional day(s). This/These day(s) shall not be subtracted from the employee's accumulated sick leave.

## Article XI – Reimbursement

### Tuition Reimbursement

**11.4** The Board will reimburse employees for tuition and fees charges up to three hundred dollars (\$300) per credit provided that such courses have been approved by the superintendent or **THEIR** [~~his/her~~] designee. There will be a limitation of nine (9) credits reimbursement per employee per year. In programs requiring more than nine (9) credits per year, the nine (9) credit limitation shall be waived. Employees participating in [~~supervisor approved~~] qualifying professional development and non-college credit producing activities that lead to job related recertification or re-licensure will be reimbursed for registration/enrollment expenses. Reimbursement for those eligible expenses not funded by a department/office will be calculated [~~on a credit equivalent basis~~] as part of the **ESTABLISHED** limit for tuition **PER FISCAL YEAR.** The employee must complete the appropriate course form which is returned upon completion of the course/activity to the Certification Office, Department of Human Resources for reimbursements.

**11.4.1** The Board will reimburse any professional employee for job **PREFERRED**/required (**AS STATED ON JOB DESCRIPTION**) licensure, re-licensure, national level certification and recertification fees. The related cost will be calculated as part of the limit for tuition and fees allocated in Article 11.4 of this Agreement.

**ARTICLE XVI**  
**Duration of the Agreement**

- 16.1** The provisions of this agreement shall be effective through June 30, 2026, as indicated in the following.
- 16.1.1** Effective July 1, 2023, fiscal year (FY) 24, all salary schedule steps contained in Appendix A will be increased by a two percent (2%) cost of living allowance (COLA). Salary scale steps shall be funded. Employees at the top of the scale will receive a two percent (2%) salary increase in addition to a two percent (2%) COLA. In addition, there will be no furloughs or layoffs of bargaining unit employees during FY24.
- 16.2** Unless the parties mutually agree to the contrary during negotiations, negotiable items will be as follows. For the FY25 successor agreement, negotiable items will be limited to two (2) articles, wages, and other rates of pay included in the agreement.
- 16.3** 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.

# BALTIMORE COUNTY PUBLIC SCHOOLS

## Annual Salary Scale for Exempt 10-Month Cafeteria Managers Represented by BCPSOPE Effective July 1, 2023

Step	Grade 01	Grade 02	Grade 03	Grade 04	Grade 05	Grade 06	Grade 07	Grade 08	Grade 09	Grade 10
01	31,188	33,049	35,020	37,110	39,323	41,676	44,165	46,803	49,602	52,565
02	31,811	33,709	35,719	37,852	40,112	42,510	45,049	47,738	50,593	53,616
03	32,449	34,384	36,433	38,610	40,913	43,360	45,950	48,694	51,605	54,689
04	33,098	35,071	37,162	39,381	41,733	44,227	46,869	49,667	52,637	55,783
05	33,760	35,774	37,905	40,170	42,566	45,112	47,805	50,662	53,691	56,899
06	34,434	36,488	38,664	40,973	43,419	46,014	48,761	51,673	54,764	58,035
07	35,125	37,219	39,436	41,792	44,287	46,933	49,737	52,709	55,859	59,197
08	35,826	37,964	40,228	42,629	45,173	47,872	50,733	53,761	56,974	60,381
09	36,543	38,724	41,033	43,483	46,079	48,829	51,747	54,837	58,115	61,589
10	37,273	39,497	41,853	44,351	46,998	49,807	52,782	55,935	59,277	62,819
11	38,021	40,287	42,689	45,239	47,939	50,802	53,836	57,054	60,463	64,077
12	38,780	41,093	43,544	46,143	48,898	51,820	54,914	58,195	61,671	65,358
13	39,557	41,915	44,415	47,067	49,876	52,854	56,012	59,359	62,905	66,666
14	40,347	42,754	45,304	48,009	50,873	53,912	57,131	60,546	64,163	67,999
15	41,155	43,609	46,208	48,967	51,889	54,990	58,275	61,759	65,447	69,361
16	41,979	44,481	47,134	49,946	52,928	56,091	59,439	62,993	66,755	70,747
17	42,819	45,371	48,076	50,947	53,988	57,213	60,629	64,253	68,090	72,162
18	43,673	46,277	49,038	51,965	55,068	58,356	61,841	65,537	69,452	73,604
19	44,546	47,203	50,020	53,004	56,169	59,523	63,078	66,850	70,842	75,077
20	45,439	48,147	51,019	54,064	57,292	60,714	64,339	68,186	72,259	76,579
21	46,347	49,111	52,040	55,146	58,440	61,928	65,626	69,550	73,705	78,111
22	47,273	50,093	53,081	56,249	59,609	63,168	66,938	70,940	75,178	79,672
23	48,219	51,095	54,142	57,373	60,799	64,429	68,277	72,359	76,681	81,266
24	49,183	52,117	55,225	58,520	62,015	65,718	69,643	73,806	78,215	82,891

# BALTIMORE COUNTY PUBLIC SCHOOLS

## Annual Salary Scale for Exempt 12-Month Employees Represented by BCPSOPE Effective July 1, 2023

Step	Grade 01	Grade 02	Grade 03	Grade 04	Grade 05	Grade 06	Grade 07	Grade 08	Grade 09	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15	Grade 16
01	58,033	61,502	65,179	69,073	73,207	77,587	82,229	87,151	92,367	97,900	103,757	109,968	116,554	123,549	130,961	138,819
02	59,195	62,732	66,482	70,457	74,674	79,139	83,873	88,892	94,214	99,857	105,832	112,167	118,886	126,018	133,578	141,595
03	60,379	63,986	67,813	71,865	76,169	80,722	85,550	90,672	96,099	101,852	107,950	114,412	121,263	128,539	136,251	144,425
04	61,587	65,266	69,168	73,302	77,690	82,336	87,262	92,486	98,021	103,890	110,108	116,699	123,688	131,110	138,975	147,316
05	62,817	66,570	70,552	74,769	79,245	83,982	89,006	94,337	99,981	105,968	112,311	119,034	126,165	133,733	141,755	150,260
06	64,074	67,901	71,964	76,264	80,830	85,662	90,787	96,223	101,982	108,086	114,555	121,416	128,686	136,407	144,589	153,268
07	65,355	69,261	73,403	77,788	82,447	87,375	92,604	98,146	104,020	110,249	116,849	123,843	131,260	139,136	147,481	156,332
08	66,664	70,646	74,870	79,344	84,096	89,123	94,456	100,109	106,101	112,453	119,183	126,321	133,885	141,917	150,431	159,459
09	67,997	72,059	76,369	80,931	85,777	90,906	96,344	102,111	108,224	114,702	121,567	128,846	136,564	144,754	153,439	162,649
10	69,358	73,500	77,895	82,551	87,492	92,725	98,272	104,153	110,388	116,997	123,998	131,424	139,295	147,650	156,507	165,902
11	70,744	74,970	79,453	84,199	89,243	94,578	100,237	106,238	112,597	119,336	126,480	134,055	142,081	150,602	159,637	169,220
12	72,160	76,470	81,042	85,885	91,028	96,471	102,242	108,361	114,849	121,723	129,010	136,733	144,921	153,616	162,831	172,604
13	73,602	77,999	82,663	87,602	92,849	98,401	104,286	110,528	117,145	124,156	131,590	139,471	147,820	156,688	166,089	176,057
14	75,075	79,559	84,317	89,356	94,706	100,368	106,371	112,739	119,488	126,640	134,221	142,257	150,776	159,823	169,410	179,578
15	76,575	81,150	86,002	91,143	96,600	102,376	108,499	114,994	121,879	129,173	136,904	145,103	153,793	163,017	172,797	183,170
16	78,108	82,774	87,721	92,966	98,532	104,425	110,669	117,295	124,317	131,755	139,643	148,004	156,868	166,277	176,252	186,833
17	79,669	84,428	89,477	94,825	100,504	106,512	112,882	119,639	126,803	134,392	142,435	150,966	160,004	169,605	179,778	190,571
18	81,262	86,117	91,266	96,722	102,512	108,642	115,141	122,035	129,338	137,079	145,285	153,985	163,205	172,996	183,373	194,381
19	82,888	87,838	93,090	98,655	104,563	110,816	117,443	124,473	131,926	139,822	148,191	157,063	166,470	176,456	187,041	198,270
20	84,546	89,596	94,952	100,628	106,654	113,032	119,792	126,962	134,562	142,617	151,153	160,205	169,799	179,987	190,782	202,235
21	86,235	91,389	96,853	102,641	108,786	115,293	122,188	129,502	137,255	145,468	154,176	163,409	173,195	183,586	194,598	206,279
22	87,963	93,216	98,790	104,694	110,963	117,599	124,632	132,091	140,001	148,378	157,261	166,678	176,659	187,257	198,491	210,405
23	89,719	95,081	100,767	106,787	113,181	119,950	127,125	134,734	142,799	151,347	160,405	170,012	180,191	191,003	202,461	214,612
24	91,513	96,983	102,782	108,923	115,445	122,349	129,668	137,429	145,655	154,374	163,613	173,412	183,795	194,823	206,510	218,904