

**MEMORANDUM OF UNDERSTANDING**

between the

**BOARD OF EDUCATION OF BALTIMORE COUNTY (BOARD)**

and the

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

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

Whereas, the Parties acknowledge the extraordinary personnel shortages currently being experienced by the school system and their impact on its mission, employees, and students; and

Whereas, the Board seeks to recognize and compensate those OPE represented employees who are eligible to earn compensatory time in accordance with Article 13.2.1 of the Master Agreement, when directed by a supervisor to work beyond regularly scheduled work hours, or when required or directed by a supervisor to work outside their regularly scheduled to address emergency situations.

Whereas, Article 13.2.1 of the Agreement between the Parties imposes the conditions and specific circumstances in which compensatory time can be earned and is to be used,

The parties agree that employees must use compensatory time prior to using vacation time and/or personal business leave. Compensatory time must be approved by the supervisor prior to its use. All unused compensatory time shall be paid to employees at the end of the fiscal year.

Now therefore, the Parties by their signatures below, agree to the following expansion of the general terms and conditions of Article 13.2.1.

The parties agree that supervisors shall submit the signed [Employees Compensatory Time Reporting Form - OPE](#) located on the [Office of Payroll Web site](#) with an employee’s compensatory time earned in hours and in fifteen (15) minute increments to the Office of Payroll.

This MOU will be in effect starting Monday, October 30, 2023, and shall terminate on Friday, June 28, 2024, or upon the execution of a subsequent MOU by mutual agreement of the Parties.

BCPSOPE: **Nicholas P. Argyros**

Printed Name *Nicholas Argyros*

*Nicholas Argyros* Oct 27, 2023

Signature Date

BOE: **Joelle S. Bielski**

Printed Name

*Joelle Bielski* Oct 28, 2023  
[Joelle Bielski \(Oct 28, 2023 09:30 EDT\)](#)

Signature Date