



**Organization of
Professional Employees**

Baltimore County Public Schools

2023 Annual Report

BCPSOPE Mission



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.

OPE Ongoing Strategic Goals

Collaboration with BCPS Leadership to cultivate a positive work environment for employees

Collaboration with other BCPS Unions to support our workforce

Ombudsman support to our members and discounted legal services to support our members.

Current Focus Areas

Increase employee membership and involvement

“Your voice matters”

Collect and act on work issues that directly impact our members

Collect data for analysis and planning



BCPSOPE 2023 Accomplishments

- OPE Mobile App
- Central Office Professional Leadership Development
- Negotiation Items
 - Compensation pay
 - Master Agreement updates
 - MOU's
- UPED coordination
- Continued publication of the "Voices" newsletter



Update on Telework

We work closely with the BCPS leadership to establish consistency with allocating remote work opportunities.

At present, the allocation is one day a week – Monday or Friday
If the employee is absent on their telework day, they cannot change it.

FY22-23 Negotiations

We are pleased to report that OPE negotiated a 4% pay increase for all employees represented by BCPSOPE for the 2023-2024 school year. Staff will move up to the next step in their grade (2% increase) and receive a 2% COLA. Both are effective July 1, 2023.

Step 24 was added for staff on the last step of their respective pay grade so they would receive the same 4% increase as all other OPE staff.

Master Agreement articles were added or modified and can be referenced along with the new salary scales on the BCPSOPE website.

Upcoming negotiations for 2023-2024

BPCSOPE emailed all OPE dues paying members asking for their negotiation interests on September 8, 2023.

Our negotiation team used your feedback to identify which articles to present this year for negotiations.



OPE Mobile App

The bulk of the questions/concerns flow through our intake email.

BCPSOPE@OUTLOOK.COM

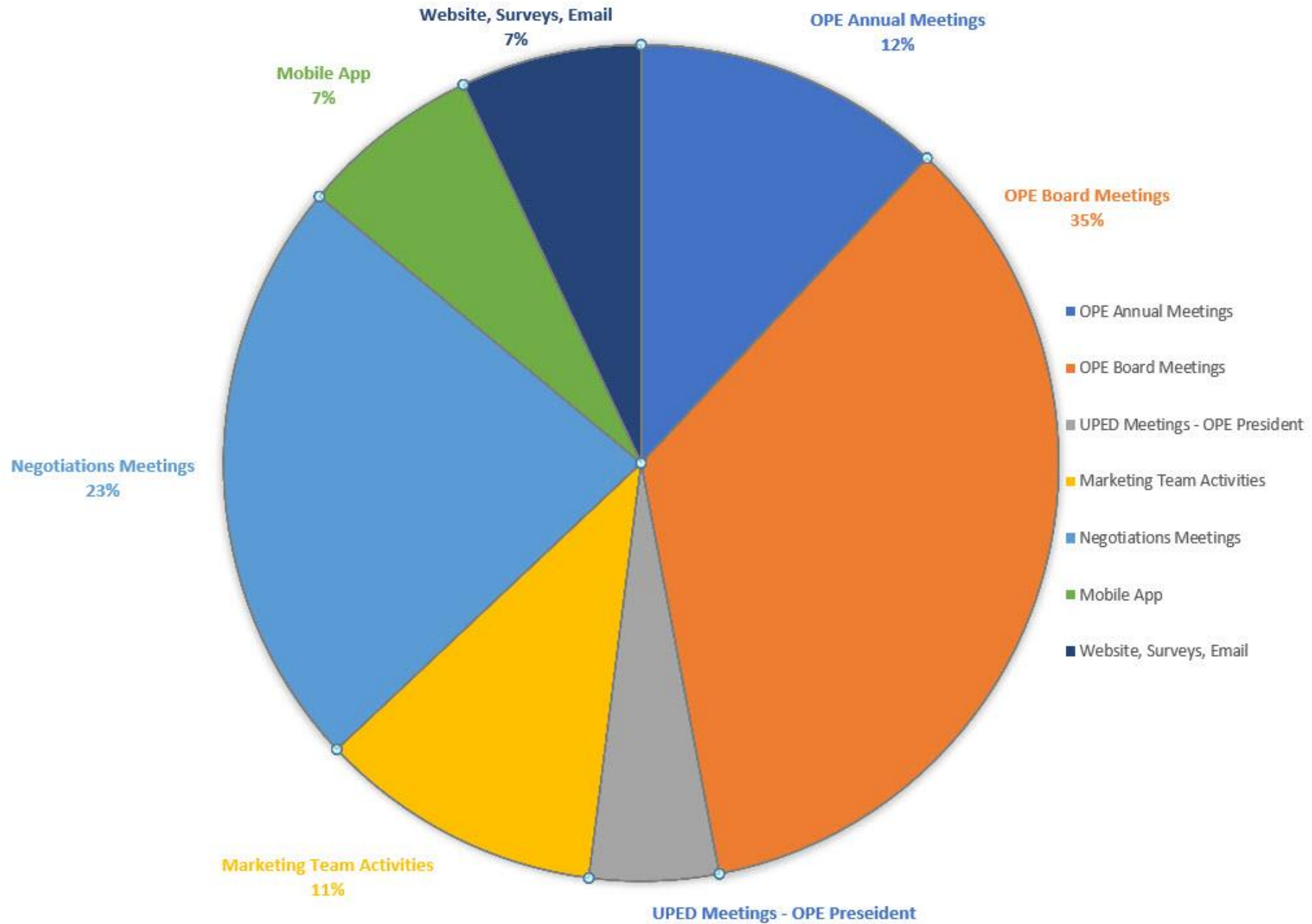
The BCPSOPE mobile app allows the Executive Board to share urgent notifications or gather feedback from dues paying members quickly and efficiently.

We will issue a launch date with specific instructions on installing the app and support options.



BCPSOPE is run by
volunteers

BCPSOPE VOLUNTEER ANNUAL HOURS



Join an OPE Committee

Open Committees

- Marketing/onboarding/membership
- Training and professional development
- Annual membership luncheon
- Social Networking

Training and Professional Development Topics

Let us know what is important to you and what you want to learn more about....

Possible topics:

- Workplace conflict, management, and resolution
- Critical thinking
- Time management tips
- Finding comfort in public speaking
- Emotional Intelligence Training
- Building Team cohesion
- Communication Skills for professionals
- Business Writing



Dues Paying Member Benefits

| | |
|--|---|
| Join system initiatives and committees | Survey input and use of OPE phone app |
| Ombudsman Service | Grievance Procedure Support |
| Discounted Legal Services | Negotiation participation opportunities |
| Member at Large opportunities | Participation at BCPSOPE Board meetings |
| Voices e-mail newsletter | Happy Hour Events |

We appreciate your membership

**Process to become a
BCPSOPE member**




Questions & Answers

Door Prize



BCPSOPE Annual Meeting

A background image showing several baseball players in white uniforms with orange accents, celebrating on a field. One player is raising his arm, and another is smiling. The scene is set in a stadium with a crowd visible in the background.

**Thank you for your
support!**

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