

Memorandum of Understanding
Between
The Baltimore County Public Schools (BCPS)
And the
Education Support Professionals of Baltimore County (ESPBC)

Holiday Pay

Whereas the Baltimore County Public School (BCPS) and the Education Support Professionals of Baltimore County (ESPBC) (hereinafter jointly referred to as the “Parties”) recognize that this memorandum will supplant the language in the current Master Agreement article 12.1.1.

12.1.1 If an employee is absent in unpaid status on his/her duty day prior to (a) holiday(s) and his/her duty day following (a) holiday(s), no salary payment will be made for such (a) holiday(s). A new employee or an employee returning from leave shall be eligible for holiday pay unless he/she has been in paid status on the duty day immediately prior to the holiday. An employee who resigns or is terminated prior to a holiday shall not be paid for that day.

With the implementation of UKG Ready, the new time management system, updates to an employee’s paid status are needed, and

Now therefore, the Parties agree to the following:

- A. An active employee is defined as an employee who is currently working, on paid leave, or on sick leave bank.


- B. If an employee is absent and in unpaid status on the duty day prior to (a) holiday(s), no salary payment will be paid for such (a) holiday(s). A new employee or an employee returning from leave shall not be eligible for holiday pay unless they have been in paid status on the duty day immediately prior to the holiday. An employee who resigns or is terminated prior to a holiday shall not be paid for that holiday.

The Parties agree that the language of this memorandum will automatically be incorporated into the Master Agreement.

ESPBC: **Jeannette Young** _____
Printed Name

Signature  _____ Date **05/30/2023**

Memorandum of Understanding
Between
The Baltimore County Public Schools (BCPS)
And the
Education Support Professionals of Baltimore County (ESPBC)

BOARD: **Joelle Bielski**
Printed Name

Joelle Bielski (Jun 7, 2023 12:20 EDT)
Signature
Jun 7, 2023
Date






ESPBC MOU Holiday Pay 5-30-23

Final Audit Report

2023-06-07

Created:	2023-06-07
By:	Danielle Peregoy (dperegoy@bcps.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAEQRI95MbeqriktxQgJndN2bPyI6Q75dJ

"ESPBC MOU Holiday Pay 5-30-23" History

-  Document created by Danielle Peregoy (dperegoy@bcps.org)
2023-06-07 - 4:19:22 PM GMT- IP address: 69.67.88.243
-  Document emailed to Joelle Bielski (jbielski@bcps.org) for signature
2023-06-07 - 4:19:36 PM GMT
-  Email viewed by Joelle Bielski (jbielski@bcps.org)
2023-06-07 - 4:20:05 PM GMT- IP address: 172.58.242.133
-  Document e-signed by Joelle Bielski (jbielski@bcps.org)
Signature Date: 2023-06-07 - 4:20:21 PM GMT - Time Source: server- IP address: 172.58.242.133
-  Agreement completed.
2023-06-07 - 4:20:21 PM GMT