

Value of Union Power!



Presented to Membership

September 16, 2021

Agenda

- Impasse Outcomes
- FAQ
- Call to Action



The Tentative Agreement Has Been Ratified

Topics for Mediation and Outcomes

- Time Management System
- Increment weather
- Sick Leave Bank
- Wages and Duration

Sick Leave Bank

- A MOU was agreed to
- ESPBC will have ownership of the Sick Leave Bank effective 2022-2023
- Benefits to ESPBC
 - The sick leave bank is now completely member driven
 - Members will have better access to the why, how, when, and where the sick leave functions.
 - Prior to this BCPS could decide not to approve something that the sick leave bank may have felt should have been approved due to confounding circumstances and further research.
 - Member sick leave approval can not be overturned by the county because the sick leave bank now completely oversees the process. The committee and the ESPBC board now has that oversight. This again gives the power back to the membership
 - The ability to accurately account for membership usage and membership enrollment.
 - The ability to create your own policies and procedures that realistically meet your concerns.

Inclement Weather

- MOU was agreed to pilot inclement weather procedures
- 12-month ESPBC bargaining unit members have the ability to request to work remotely on inclement weather days when schools are closed.
- In order to work remotely the employee must:
 - agree to respond to phone calls and perform assigned duties/job responsibilities;
 - Have the necessary resources to work remotely; and
 - be fully available by phone and email
- ESPBC and BCPS will negotiate later this year for the final language for incorporation into the 2022-2023 Master Agreement

Time Management System

- A MOU was agreed to
- ESPBC employees are expected to track time through the use of the Universal Time Sheet
- There is no swiping in and out for lunch until a new electronic time management system is adopted
- ESPBC has 4 representatives on the BCPS taskforce to identify the new electronic time management system
- Moving forward, all tracking of lunch time will apply to ALL hourly employees



Time Tracking Documents

BCPS UNIVERSAL TIME REPORTING AND LEAVE USAGE

Baltimore County Public Schools
 6901 N. Charles Street, Bldg. E
 Towson, Maryland 21284
 (443) 809-4240

EMPLOYEE NAME: _____
 EMPLOYEE ID: _____
 SUPERVISOR SIGNATURE: _____
 PAY PERIOD: _____

WEEK ONE									
DAY	Date of Work	Regular Hours	Overtime Hours	Sick (A) Hours	Family Illness (B) Hours	Vacation (C) Hours	Urgent Business (D) Hours	Other Code	Total Hours
Saturday									
Sunday									
Monday									
Tuesday									
Wednesday									
Thursday									
Friday									
TOTAL									
WEEK ONE									

WEEK TWO									
DAY	Date of Work	Regular Hours	Overtime Hours	Sick (A) Hours	Family Illness (B) Hours	Vacation (C) Hours	Urgent Business (D) Hours	Other Code	Total Hours
Saturday									
Sunday									
Monday									
Tuesday									
Wednesday									
Thursday									
Friday									
TOTAL									
WEEK TWO									
GRAND TOTAL									

Directions: Report absences and additional time worked in HOURS and MINUTES
 Report minutes in 15 minute increments. (e.g., .15 = 15 min., .3 = 30 min.)

- UNPAID PAYROLL REPORT CODES**
- R-RELIGIOUS HOLIDAY
 - G-DEATH IN FAMILY
 - H-SICK & SAFE LEAVE
 - J-WORKER'S COMP
 - K-LEGAL SUMMONS
 - L-OTHER BOARD BUSINESS
 - M-UNPAID
 - N-COMP TIME USED
 - R-MILITARY LEAVE
 - U-COMP TIME EARNED
 - W-HOURS ABOVE REGULAR DAY

The Universal Time Reporting and Leave Usage form should be used to track daily hours worked.

Time Tracking Documents

HOURLY

BOARD OF EDUCATION OF BALTIMORE COUNTY
OFFICE OF PAYROLL 6901 N. CHARLES STREET BLDG. E, TOWSON, MD 21204
ESPBC Para-Educator & Clerical
"B" Contractual Temp. & Temp. Clerical

PERIOD ENDING _____ LDPR # _____ LOCATION _____ Title of Professional Development _____

ECPS Employee I.D. Number	Last Name	First Name	FIRST WEEK				SECOND WEEK				x Total Hours Worked This Period	Hourly Rate to Apply Per Person	= Total Amount Due This Person			
			ENTER CALENDAR DATES				ENTER CALENDAR DATES									
1	00000XXXXX	Doe	Jane	0:45	3:15	2:30	2:00	5:45	0:30	1:00	5:45	2:30	3:15	27:15	\$15.00	\$408.75
2														00:00		\$0.00
3														00:00		\$0.00
4														00:00		\$0.00
5														00:00		\$0.00
6														00:00		\$0.00
7														00:00		\$0.00
8														00:00		\$0.00
9														00:00		\$0.00
10														00:00		\$0.00
11														00:00		\$0.00
12														00:00		\$0.00
13														00:00		\$0.00
14														00:00		\$0.00
Sheet Total →													\$0.00			

- IMPORTANT NOTES**
- Enter hours as **TIME** and not **DECIMAL**.
 - Increments of 0:15 minutes only.
 - You must use a colon and NOT a decimal point.
 - **TOTAL PAID** column already has **TOTAL HOURS** converted to a decimal for the calculation of **TOTAL PAID***
 - H - Sick and Safe Leave

I certify that the above employee(s) under LDPR _____
spent 100% of his/her/their time on the Program _____

* Report the TOTAL time worked in the pay period.
** Report a 5 DIGIT LABOR DISTRIBUTION PROFILE for each employee to be paid.

PREPARER'S NAME	PHONE	DATE
GRANT MANAGER'S SIGNATURE (if applies)	DATE	
DEPARTMENTAL APPROVER'S SIGNATURE	DATE	

The Hourly Miscellaneous Timesheet is used to track approved overtime.

CLASS COVERAGE-HOURLY

BOARD OF EDUCATION OF BALTIMORE COUNTY
OFFICE OF PAYROLL 6901 N. CHARLES STREET BLDG. E, TOWSON, MD 21204

ESPBC Para-Educator & Clerical

PERIOD ENDING _____ LDPR # _____ LOCATION _____

BCPS Employee I.D. Number	Last Name	First Name	FIRST WEEK				SECOND WEEK				x Total Hours Worked This Period	Hourly Rate to Apply Per Person	= Total Amount Due This Person		
			ENTER CALENDAR DATES				ENTER CALENDAR DATES								
1 00000XXXX	Doe	Jane	0:45	3:15	2:30	2:00	5:45	0:30	1:00	5:45	2:30	3:15	27:15	\$20.00	\$545.00
2													00:00	\$20.00	\$0.00
3													00:00	\$20.00	\$0.00
4													00:00	\$20.00	\$0.00
5													00:00	\$20.00	\$0.00
6													00:00	\$20.00	\$0.00
7													00:00	\$20.00	\$0.00
8													00:00	\$20.00	\$0.00
9													00:00	\$20.00	\$0.00
10													00:00	\$20.00	\$0.00
11													00:00	\$20.00	\$0.00
12													00:00	\$20.00	\$0.00
13													00:00	\$20.00	\$0.00
14													00:00	\$20.00	\$0.00
Sheet Total →													\$0.00		



Time Tracking Documents

IMPORTANT NOTES

- Enter hours as **TIME** and not **DECIMAL**.
- Increments of 0:15 minutes only
- You must use a colon and NOT a decimal point.
- **TOTAL PAID** column already has **TOTAL HOURS** converted to a decimal for the calculation of **TOTAL PAID***

* Report the TOTAL time worked in the pay period.
** Report a 5 DIGIT LABOR DISTRIBUTION PROFILE for each employee to be paid.

I certify that the above employee(s) under LDPR _____
spent 100% of his/her/their time on the Program _____

PREPARER'S NAME _____ PHONE _____ DATE _____

PRINCIPAL SIGNATURE _____ DATE _____

The Class Coverage-Hourly form is used to track approved classroom coverage.

A red speech bubble graphic with a white outline, containing the text 'Work Day'. The bubble has a tail pointing downwards and to the right.

Work Day

- **The workday for 6 ½ hour employees has been extended to 6 hours and 45 minutes.**
- **Employees will automatically be compensated for the additional time worked.**

Wages

- BCPS proposed a step and 2% COLA effective January 1, 2022.
 - Almost $\frac{1}{2}$ of the bargaining unit would receive NO compensation increase until January 2022.
- ALL bargaining unit members will receive a 3.5% COLA effective July 1, 2021.
- Everyone remains on the same step for the 2021-2022 school year.
- Longevity increments have been funded.
- No furloughs and no layoffs for the 2021-2022 school year

Impact of wages in your pocket

Note: Any member on step 10 would only receive 1.1% increase. ESPBC was able to secure a minimum of 3.5% increase for ALL employees.

Job Title	2020-2021 Wages	2021-2022 Wages after Negotiations	Increase from 2020-2021
Interpreter (Grade 11, Step 31)	\$25.98/hour \$32,254.17 annual	\$26.89/hour \$34,667.03 annual	7.5%
Paraeducator (Grade 35, Step 10)	\$27.81/hour \$34,526.12 annual	\$28.78/hour \$37,108.93 annual	7.5%
10-Month Office Professional (Grade 2, Step 70)	\$28.20/hour \$40,396.50 annual	\$29.19/hour \$41,810.37 annual	3.5%
12-Month Office Professional (Grade 12, Step 4)	\$29.80/hour \$58,333.50 annual *assuming 261 days in the year	\$30.84/hour \$60,375.17 annual	3.5%

A large, vibrant red speech bubble is the central focus of the image. It has a white outline and a white shadow on its left side, giving it a three-dimensional appearance. The text "Frequently Asked Questions" is written in a clean, white, sans-serif font across the center of the bubble. The background is white and features several thin, light gray lines that form concentric circles and arcs, some solid and some dashed, creating a subtle, abstract pattern.

Frequently Asked Questions

When will I see the
3.5% increase in
my paycheck?

The increase in pay and the additional 15-minutes will be reflected in the September 17 paycheck.

Retroactive pay from July 1, needs to be processed. The timeline is dependent upon the Office of Payroll.

9/13: The Tentative Agreement was ratified by ESPBC.

9/14: The Tentative Agreement was ratified by BCPS.

When will those
with
Chromebooks be
able to print?

- According to BCPS, the Chromebooks are not set up to print.
- Workarounds
 - Email the document to be printed to someone with printing capabilities.
 - Save the document as a .pdf on a Computer Folder to be printed
- Please share if you are able to find any other productive workarounds.

Will ESPs receive compensation for substituting?

- **Instructional paras, OT assistants, PT assistants, OPs and interpreters who volunteer to substitute for classes will receive their hourly rate PLUS \$20/hour.**

EDAs: How are ESPs paid when working EDAs?

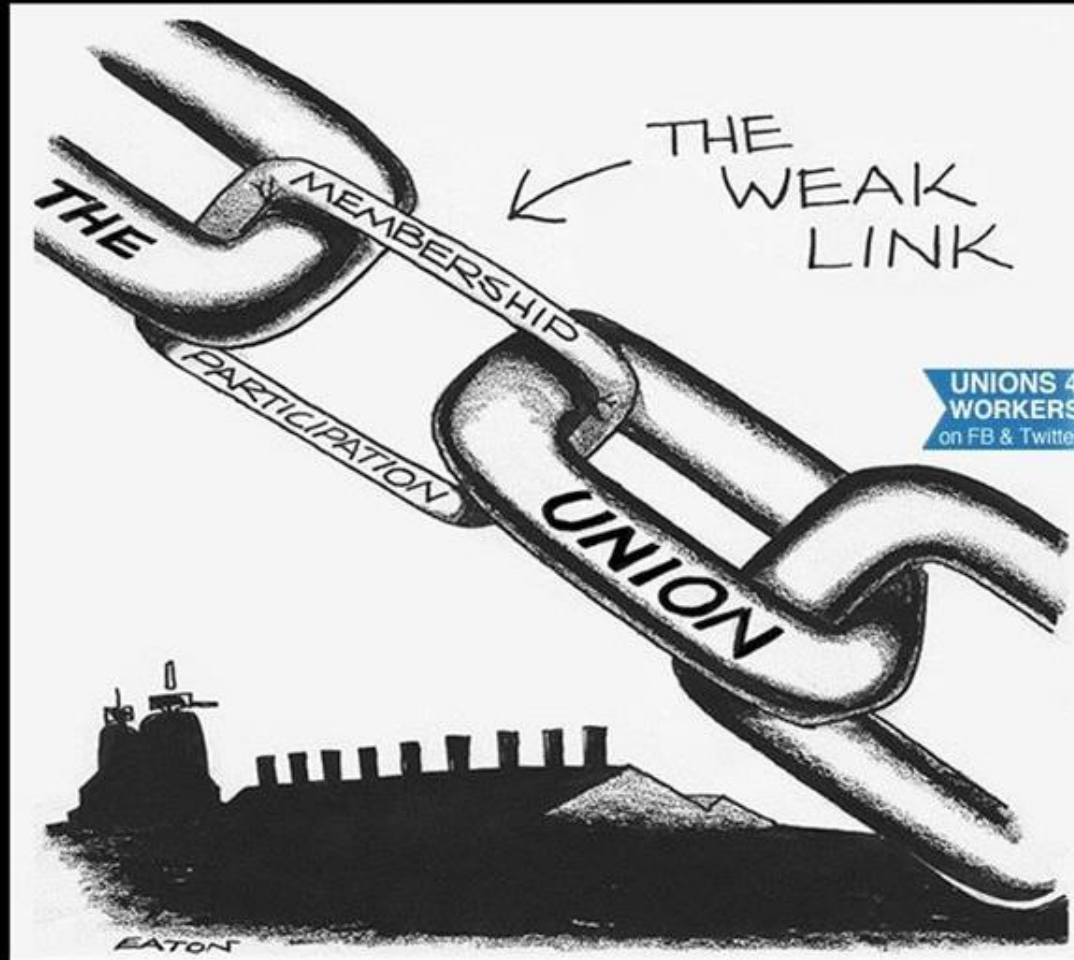
- ESPBC bargaining unit members are eligible to work EDAs.
- ESPBC bargaining unit members are paid an hourly rate with the maximum amount delineated by the TABCO Master Agreement.
- The hourly rate was increased by 3.5%.

When will we learn the anticipated costs for health insurance?

- Baltimore County Government is currently in the process to receive bids for health insurance carriers
- Once Baltimore County Government finishes the bidding process, ESPBC will negotiate with BCPS on the premium shares.
- There is not a clear timeline of when changes will be finalized and able to be shared.

A red speech bubble with a white outline and a downward-pointing tail. The text inside is white and centered. The background features faint, concentric circles and dashed lines.

Your Involvement is
Necessary



UNIONS 4
WORKERS
on FB & Twitter

MEMBERS MAKE A UNION STRONG

unions4workers LIVE BETTER. WORK UNION.

**We must act for
protection of
ESP jobs and
wages!**

- **BCPS would not guarantee protection of ESP jobs and wages.**
- **Super Es are scheduling meetings with members from across the County to inform member of need for action.**
- **September 28@5:30pm: ESPBC and TABCO are hosting a joint rally to highlight staffing needs**
- **Stay plugged in as additional collective actions become available.**

Attend meetings
from Super E's
and Building Reps

**DON'T JUST STAND BY
AND WATCH, GET
INVOLVED!!**





What are
you
committing
to do?