

2011-2012

# Supplement

to the

## MASTER AGREEMENT

between the

**Board of Education of Baltimore County**

and the

**Teachers Association of  
Baltimore County  
(TABCO)**

**(THIS SUPPLEMENT INCLUDES NEGOTIATED REVISIONS TO THE  
MASTER AGREEMENT AND REPLACES THE 2010-2011 SUPPLEMENT.)**

## **Definitions**

3. Teacher – All certified, professional personnel, and all school nurses, except for administrative and supervisory personnel, represented exclusively by the Association in the negotiating unit as defined in Article I, Recognition.

## **Article VI – Job Security**

**6.7.1** At the end of the two year probationary period, if a nurse’s work is satisfactory, though contractual tenure does not apply, the individual is considered a continuing employee. No continuing nurse will be terminated by nature of his/her position being abolished if a probationary nurse currently holds the same type position. If no such probationary nurse is currently holding the same type of position, the continuing nurse with the least seniority in the Baltimore County Public Schools (BCPS) will be terminated, all other things being equal. In the case of layoff of school nurses, said layoff shall be accomplished in inverse order of seniority with the least senior employee in that specific job title being laid-off first.

## **Article VII - Negotiations Procedures**

### **Designation of Negotiators**

**7.1** Prior to September 15 of each year, the Board and the Association shall each designate in writing, to the other, the name of the chairman of its negotiating team and not more than three other official representatives to serve on its negotiating team. Notwithstanding the above requirement, the Board and the Association shall retain the right to replace the chairman or members of their teams at their individual discretion.

**(NO CHANGE TO SECTION 7.1.1.)**

### **Proposals**

**7.2** Requests by the Association or the Board to amend the existing Agreement must be submitted in writing no later than September 30 of each school year in which the contract expires.

### **Time Limit - Impasse**

**7.3** Negotiation on all items submitted must be completed by November 30 unless the impasse procedure provided in the negotiations law is used.

**(NO CHANGE TO SECTIONS 7.3.1, 7.3.2, and 7.3.3.)**

### **Ratification**

**7.4** Following the completion of the regular negotiating session, an agreement shall be signed by the respective negotiating teams and shall be submitted to the parties for ratification. Within fifteen (15) calendar days of March 1 (or the report of an impasse panel), the parties shall notify each other of the results of the voting.

**(NO CHANGE TO SECTIONS 7.4.1 through 7.10.)**

## Article X – Teaching Conditions

### Regular School Day

**10.6** The regular school day for teachers shall be seven (7) hours in duration including a thirty (30) minute duty-free lunch. The regular school day shall extend from 15 minutes before the time for starting scheduled activities for students and shall not extend beyond 15 minutes after the time for dismissing regularly scheduled students.

**10.7.10** Generally, during school assessment days, the school nurse shall primarily focus on activities related to the school health services program.

### Elementary School Schedule

**10.11.1** Pre-K teachers who have primary responsibility for two classes with a minimum of fifteen (15) students each will be provided with one (1) additional full day for the purpose of conferencing with parents/guardians to discuss student progress made during the first quarter.

**10.12.4** Whenever the organization of the school and staffing patterns permit, administrators may provide additional planning and preparation time beyond 250 minutes. This additional preparation and planning time may be utilized for grade level planning and other group meetings with teachers and/or administrators for planning purposes for student instruction, data analysis, and for other professional responsibilities and duties as allowed or assigned by the administrator. To address unusual situations, the administrator reserves the right to switch a planning period with a duty period.

**10.12.10** A nurse may request of his/her appropriate administrator preparation/planning time for classroom presentations and/or special events. Time required may vary from school to school depending upon total school population, acuity level or special needs of the students, and the proposed project being presented. Requests for preparation/planning time shall be reasonably considered. Emergency cases will take precedence at any time.

**10.14.2** As field trips occur throughout the school year, the school nurse is responsible for collaborating with the principal to meet the health needs of students. If direct nursing services are needed on the field trip, the nurse, the administrator, and the Coordinator of Health Services or his/her designee, will jointly determine the need for a substitute nurse for the trip or for the school. If it is determined that a substitute nurse is needed, the principal or his/her designee shall be responsible for obtaining a qualified substitute.

## Article XII – Absences and Leaves

### Child Rearing Leave

**12.7.1** Request for child rearing leave of absence shall be normally made by completing and forwarding the form, *Application for Child Rearing Leave of Absence* to the appropriate administrator as soon as possible but prior to the last day of work before the birth of the child. In the event of a premature delivery (before the completion of the thirty-seventh (37<sup>th</sup>) week), where the employee has not yet filed for leave, the *Application for Child Rearing Leave of Absence* must be received in the Department of Human Resources no later than thirty (30) days from the date of the birth of the child(ren).

**12.7.2** A child rearing leave of absence for birth or adoption of a child may be granted for a period of up to two (2) years immediately following the birth or adoption of the child.

**(NO CHANGES FOR SECTIONS 12.7.3 through 12.7.7.)**

### **Military Leave**

**12.8.7 (d)** A reasonable effort shall be made to reinstate to a comparable position a former teacher who resigned to accompany a spouse who was on military duty, provided that the former employee held tenure (continuing status for nurses) in the system at the time of the resignation. Service of the spouse shall not have been voluntarily extended beyond four years' total active duty, and the teacher must have applied for reinstatement within one year of the separation of the spouse from service.

### **Study Leave—Academic**

**12.11.2** This leave of absence is granted without pay. If the teacher successfully completes a minimum of twelve (12) hours each semester, the time spent on academic leave of absence will be included in computing eligibility for a step increase. Failure to enroll as planned with and approved by the Department of Human Resources, without just cause, may be interpreted as interrupted service.

**12.11.3** Upon return from academic leave, teachers will receive the full yearly step increase, provided he/she has fulfilled the plans approved by the Superintendent.

### **Court Related Leave**

**12.16.2** A school nurse should notify her/his administrator, the Office of Staff Relations, and the Office of Health Services upon the receipt of a subpoena to appear in court. If a school nurse is required to appear in court as an approved representative of the BCPS during summer vacation, the nurse shall receive her/his daily rate of pay for their time participating in the proceedings.

## **Article XIII – Observation, Evaluation, and Files**

**13.1** The Superintendent's designees have the responsibility for coordinating the appraisal process. He or she should involve the appropriate members of the appraisal team. The appraisal team is designed to promote interactions and to generate professional growth for teachers. Clinical supervision for school nurses will be in accordance with Maryland State Board of Nursing Regulations and the BCPS *Evaluation of Student Support Service Personnel* manual.

**13.6.5** In the event that the performance of a tenured teacher declines during the non-evaluation year, as determined by the principal, the principal will consult with and receive approval of the Area Assistant Superintendent to evaluate the teacher. In order for the principal to turn the non-evaluation year into an evaluation year, the following conditions shall occur prior to the last day of the first semester of the current year:

1. The teacher should be observed two times, with appropriate pre- and post-observation conferences;
2. The observation report forms, without a rating, must be given to the teacher summarizing strengths and needs from the lesson;

3. An assistance plan, mutually developed by the teacher and members of the appraisal team and approved by the principal, must be implemented;
4. After the teacher has been given a reasonable period of time to implement suggestions, a formal observation, with a rating, will be conducted before the last day of the first semester;
5. If performance is unsatisfactory, as observed by the assistant superintendent or the assistant to the assistant superintendent, notice must be given to the teacher in writing that this will now become an evaluation year, and that the teacher's rating is in danger of being lowered.

**13.6.6** During the second semester of the current year, the procedure outlined in sections 13.7 through 13.8.11 will apply.

## **Article XIV – Transfers and Assignments**

### **Involuntary/Excess**

**14.3** When an involuntary transfer is necessary due to excess staffing, the following procedures shall apply:

**14.3.1** The principal, with the approval of the Area Assistant Superintendent, shall determine which teacher is to be involuntarily transferred based on the best interests of the students and the program of instruction.

**14.3.2** A teacher, who is subject to partial involuntary transfer, shall be reassigned to one school when administratively feasible subject to the provisions of this section of this Agreement.

**14.3.3** An excess teacher, who so desires, may be returned to his/her previous school if an appropriate vacancy occurs by July 25, or later if the teacher has not been assigned elsewhere. Consideration may be given if the vacancy occurs after July 25.

**14.3.4** When a part-time position, including one which is part of a split assignment expands to a greater FTE, the Board may offer the new position to the incumbent teacher who held the part-time position if the expansion is within the limits of the total staffing allotment. If the incumbent teacher is offered and refuses to accept the expanded position, then the Board may involuntarily transfer that teacher so that another teacher may be assigned to the total position.

**14.3.5** Teachers in closed schools or schools where students are involved in the opening of a new school will be given the opportunity to transfer to vacancies made available as a result of the closing or opening prior to any other transfer considerations. Such teachers will be offered the opportunity to transfer to schools receiving students from their school or to positions in other schools which have been created as a result of boundary lines being re-drawn because of the closing or opening. The voluntary transfer considerations shall be used to select from among the teachers. Any teacher declining or not receiving such a transfer opportunity may be declared excess if necessary and handled as an involuntary transfer in accordance with the other provisions of this Article.

**14.3.6** In effecting voluntary transfers and involuntary transfers of excess teachers, whenever possible, voluntary transfer requests will not be acted upon prior to the identification of excess teachers. Involuntarily transferred excess teachers may submit a list of schools, in preferential order, for which they wish to be considered for placement. Every effort will be made to honor their preference. Should such a placement not be available by July 25, the remaining teachers shall then choose placement from any remaining appropriate positions. On July 25, the Association shall receive notification of all

teachers not placed and all positions available. A lottery shall be held five (5) working days after July 25 to determine the order in which teachers are given their choice of available positions. An Association representative will be allowed to attend the lottery.

## **ARTICLE XV - Professional Growth & Training**

### **Reimbursement**

**15.1** The Board will reimburse teachers for tuition and fee charges up to two hundred fifty dollars (\$250) per credit provided that such courses have been approved by the Superintendent or his/her designee. There will be a limitation of nine (9) credits reimbursed per teacher per year. In programs requiring more than nine (9) credits per year the nine (9) credit limitation shall be waived.

**15.2** Teachers involved in qualifying professional development activities or activities that lead to recertification or re-licensure not providing college credit will be reimbursed for registration/enrollment costs on a credit equivalent basis. The Board will reimburse audiologists and speech/language pathologists an amount equal to the cost of renewal of their license, provided the audiologist or speech/language pathologist has completed all of the requirements for renewal of a license, or the employee provides audiology or speech/language pathology services on a third-party billing basis in a school.

**15.3** The Board will reimburse teachers for the cost of renewal to maintain their national board for professional teaching standards certificate. The cost for renewal will be calculated as part of the limit for tuition and fees as stated in 15.1 of this agreement.

**15.4** The Board will reimburse nurses and social workers for required re-licensure fees as part of their normal course reimbursement. The cost for relicensure will be calculated as part of the limit as stated in 15.1 of this agreement.

## **Article XVI - Professional Compensation and Teacher Responsibilities**

**16.1.1** A nurse who does not have a bachelor's degree, but does have currently, or attains during the duration of this Agreement, twenty (20) years of nursing experience with the Baltimore County Public Health Department and/or the Baltimore County Board of Education, or who reaches the age of fifty-five (55) during the duration of this Agreement, shall be placed on step ten (10) of the bachelor's degree salary schedule referred to in this Agreement as Appendix A. These nurses shall be classified as Senior Nurses and shall not be required to earn credits toward the completion of their bachelor's degree. However, Senior Nurses are encouraged to continue their professional growth through continuing educational experiences.

### **Responsibility Factors**

**16.3** Responsibility factors for all teachers eligible for such compensation are listed below. The amounts below will be increased each year by the same percentage as the increase in the basic salary schedule.

## SUPPLEMENTAL SALARY SCHEDULE

2011-2012

Department chairmen and team leaders with 15 or more employees assigned to department or team	\$5,005
Psychologists, department chairmen, and team leaders with 10 to 14 employees assigned to department or team	\$4,291
Department chairmen and team leaders with 5 to 9 employees assigned to department or team	\$3,578
Department chairmen and team leaders with 1 to 4 employees Assigned to department or team, and a nurse with at least .4 FTE Health assistant assigned to the school	\$2,863

### Workshops

**16.6** Teachers participating in any workshop activities during the summer, where curriculum is developed for countywide or school-wide use and in cooperation with the appropriate Baltimore County Public School Office, shall be compensated at the following rate:

11-12 school year      \$257.14 per day or \$39.56 per hour

No other summer workshop activity shall be approved at another salary rate. This rate shall increase in subsequent years by the same average percentage increase applied to the basic salary schedule.

**16.6.1** Teachers attending staff development activities during the summer in which they are updating their knowledge and skills and/or developing materials for personal use shall be compensated at the following rate:

11-12 school year      \$183.66 per day or \$28.26 per hour for attendees  
   \$220.39 per day or \$33.91 per hour for presenters

No other summer workshop activity shall be approved at another salary rate. This rate shall increase in subsequent years by the same average percentage increase applied to the basic salary schedule.

### Summer School

**16.7** All teachers of summer school shall be paid at the rate of two hundred ninety-three dollars and eighty-six cents (\$293.86) for a six and one-half (6½) hour work day, or forty-five dollars and twenty-one cents (\$45.21) per hour during the 11-12 school year. This amount shall increase in subsequent years by the same average percentage increase applied to the basic salary schedule. Teachers of classes involving different amounts of duty time will be paid on a prorated basis.

**16.7.1** Tenured teachers shall be selected for summer school positions unless insufficient numbers of qualified tenured teachers have applied for such positions.

## **Evening & Saturday High School**

**16.9** Teachers of evening and Saturday high school shall be paid thirty-three dollars and ninety-one cents (\$33.91) per hour. Teachers/leaders of other programs where teachers, apart from their regular contractual salaried employment, are involved in teaching/tutoring K-12 students on an hourly basis in academic areas related to the regular curriculum, shall be paid twenty-eight dollars and twenty-six cents (\$28.26) per hour. These amounts shall increase in subsequent years by the same average percentage increase applied to the basic salary schedule.

## **Extra Compensation**

**16.10** When the responsibilities related to non-classroom activities require the time of a teacher on a regular basis, exceeding the duties outlined in Article X, 10.6 through 10.7.10 inclusive, such a teacher shall be compensated by granting added salary allowances. Activities will be compensated as indicated in Appendix D.

**16.10.1** The pay for compensable activities will be increased each year by the same percentage as the increase in the basic teachers' salary schedule.

**16.10.2** Activities for which the sponsor may receive compensation are listed in Appendix D and have been classified into the appropriate category for compensation. Additional activities may be identified by the principal and compensated appropriately.

**16.10.3** The assistant superintendent shall approve all compensation for extra duty.

**16.10.4** The assistant superintendent shall review the activities listed in Appendix D for qualifying additions each spring when the organization reports are submitted for the ensuing school year.

**16.10.5** National Honor Societies, as listed in Appendix D, shall include a variety of nationally recognized honor societies within a school.

**16.10.6** Instrumental Music, as listed in Appendix D, shall include a variety of approved instrumental performance groups within a school.

**16.10.7** AVID Coordinators, as listed in Appendix D, shall be compensated based upon the number of teachers being supervised (Category 3: 1-3 teachers; Category 4: >3 teachers).

## **Article XVII – Insurances**

### **Health Insurance—Retired Members**

**17.8** The Board shall contribute toward the premium for health insurance or an optional HMO for employees with ten (10) years or more service with the Board, including military service time recognized by the Board, who retire under the Maryland State Teachers' Retirement or Pension System, or the Baltimore County Employee Retirement System (ERS). Specific price tags for available plans will be according to schedules contained in the Retiree Enrollment Guide. Contributions by the Board shall be made to employees hired prior to January 1, 2011 in accordance with the following schedule:

	<u>Pre-65</u> <u>Options</u> <u>1 &amp; 2</u>	<u>Only for retirees age 65 or older</u>	
		<u>Option</u> <u>3-A</u> CIGNA Med. Surround	<u>Option</u> <u>3-B</u> Kaiser Med. Plus
10-19 years of service	50%	36%	68%
20-29 years of service	75%	66%	100%
30 or more years of service	90%	84%	100%

**17.8.1** Employees hired on or after January 1, 2011 will be enrolled in a basic allowance health care subsidy. The flat dollar amounts listed on Appendix E will be adjusted by the lesser of the growth in the US Consumer Price Index (CPI) in the prior calendar year or 4%. Appendix E will be updated yearly by BCPS.

**17.8.2** The Board shall implement a Prescription Drug Plan (PDP) for Medicare-eligible retirees.

**17.8.3** The Board shall continue to provide the payment set in Section 17.8 for one (1) year for the spouse of a retired employee who dies if the surviving spouse was covered under the retired employee's policy at the time of the retired employee's death.

## **Article XXII – Duration of Agreement**

**22.1** The provisions of this Agreement shall be effective from July 1, 2007 through June 30, 2013, except as indicated in the following. Unless the parties mutually agree to the contrary during negotiations, negotiable items for FY 09 through FY 13 will be limited to wage re-openers, i.e., wages and other rates of pay included in the Agreement and three (3) articles selected by each respective party. Article XVII shall remain constant through FY 09. In subsequent years, Article XVII shall be subject to the re-openers noted above, except during negotiations for FY 13, negotiable items will be limited to wage re-openers as described above and two (2) articles selected by each party. The parties agree that Article XVII will be negotiable by mutual agreement in addition to the two (2) articles selected by each party. Implementation of negotiated fiscal provisions each year of this Agreement is dependent upon the appropriation of the necessary funds by the County Executive and County Council of Baltimore County.

**22.2** For FY 11 and FY 12, salary schedule step and longevity increases will be funded. In addition, there will be no furloughs or layoffs of bargaining unit employees, and the 90% - 10% health care premium split will be maintained for, at least, those same two years.

## Appendix A



### BALTIMORE COUNTY PUBLIC SCHOOLS Salary Scale for 10-Month Employees Represented by TABCO, 2011-2012 Effective July 1, 2011

*Divide the annual salary by 21.7 to obtain the biweekly salary*

Step	BA		MA		MA30		MA60		DOC	
	Annual	Biwkly	Annual	Biwkly	Annual	Biwkly	Annual	Biwkly	Annual	Biwkly
01	43,000	1,981.57	44,014	2,028.29	46,094	2,124.15	47,290	2,179.26	48,330	2,227.19
02	43,335	1,997.02	44,674	2,058.72	46,785	2,156.01	47,999	2,211.95	49,055	2,260.60
03	43,985	2,026.98	45,456	2,094.75	47,604	2,193.74	48,839	2,250.66	49,913	2,300.16
04	44,755	2,062.45	46,251	2,131.41	48,437	2,232.13	49,694	2,290.05	50,787	2,340.41
05	45,538	2,098.54	47,061	2,168.70	49,285	2,271.19	50,564	2,330.12	51,676	2,381.37
06	46,221	2,130.02	48,237	2,222.92	50,517	2,327.97	51,828	2,388.38	52,968	2,440.90
07	46,915	2,161.97	49,685	2,289.61	52,033	2,397.81	53,383	2,460.03	54,557	2,514.13
08	47,619	2,194.40	51,374	2,367.46	53,802	2,479.34	55,198	2,543.67	56,412	2,599.61
09	48,333	2,227.32	53,172	2,450.32	55,685	2,566.11	57,130	2,632.70	58,386	2,690.60
10	49,058	2,260.73	55,033	2,536.08	57,634	2,655.93	59,129	2,724.84	60,429	2,784.77
11	49,058	2,260.73	56,959	2,624.84	59,651	2,748.89	61,199	2,820.21	62,544	2,882.23
12	49,058	2,260.73	58,810	2,710.15	61,589	2,838.22	63,188	2,911.87	64,577	2,975.91
13	49,058	2,260.73	60,722	2,798.23	63,591	2,930.47	65,241	3,006.50	66,676	3,072.62
14	49,058	2,260.73	62,695	2,889.17	65,658	3,025.71	67,361	3,104.21	68,843	3,172.48
15	49,058	2,260.73	63,792	2,939.73	66,807	3,078.66	68,540	3,158.54	70,048	3,228.00
16	49,058	2,260.73	64,909	2,991.18	67,976	3,132.53	69,740	3,213.81	71,273	3,284.49
17	49,058	2,260.73	66,044	3,043.52	69,166	3,187.35	70,960	3,270.05	72,521	3,341.97
18	49,058	2,260.73	67,200	3,096.78	70,376	3,243.13	72,202	3,327.28	73,790	3,400.45
19	49,058	2,260.73	68,376	3,150.98	71,608	3,299.89	73,466	3,385.51	75,081	3,459.96
20	49,058	2,260.73	69,573	3,206.12	72,861	3,357.63	74,751	3,444.75	76,395	3,520.51
21	49,058	2,260.73	70,616	3,254.19	73,954	3,408.02	75,872	3,496.41	77,541	3,573.32
22	49,058	2,260.73	71,676	3,303.04	75,063	3,459.12	77,011	3,548.89	78,704	3,626.91
23	49,058	2,260.73	72,751	3,352.58	76,189	3,511.01	78,166	3,602.12	79,885	3,681.34
24	49,058	2,260.73	73,842	3,402.86	77,332	3,563.69	79,338	3,656.13	81,083	3,736.54
25	49,058	2,260.73	74,950	3,453.92	78,492	3,617.14	80,528	3,710.97	82,299	3,792.58
26	49,058	2,260.73	76,074	3,505.71	79,669	3,671.38	81,736	3,766.64	83,534	3,849.49
27	49,058	2,260.73	77,595	3,575.81	81,262	3,744.79	83,371	3,841.98	85,204	3,926.45
28	49,058	2,260.73	79,147	3,647.32	82,887	3,819.69	85,038	3,918.82	86,908	4,004.98
29	49,058	2,260.73	80,730	3,720.27	84,545	3,896.08	86,739	3,997.20	88,646	4,085.08
30	49,058	2,260.73	82,344	3,794.67	86,236	3,974.00	88,474	4,077.14	90,419	4,166.78

*Please note:*

*Eligible employees will advance one step on July 1, 2011. Although the scale consists of 30 steps, the highest step that is active is step 29. That is, employees who were paid on step 28 during the 2010-11 school year will advance one step to step 29. No one will be paid at a step higher than step 29 during the 2011-12 school year. Pending funding by the county fiscal authorities, step 30 will become live July 1, 2012.*



**BALTIMORE COUNTY PUBLIC SCHOOLS**  
**Salary Scale for 12-Month Employees Represented by TABCO, 2011-2012**  
**Effective July 1, 2011**

*Divide the annual salary by 26.1 to obtain the biweekly salary*

Step	BA		MA		MA30		MA60		DOC	
	Annual	Biwkly	Annual	Biwkly	Annual	Biwkly	Annual	Biwkly	Annual	Biwkly
01	50,310	1,927.59	51,496	1,973.04	53,930	2,066.28	55,329	2,119.90	56,546	2,166.52
02	50,702	1,942.62	52,269	2,002.64	54,739	2,097.28	56,159	2,151.70	57,394	2,199.02
03	51,463	1,971.76	53,184	2,037.68	55,697	2,133.98	57,142	2,189.35	58,399	2,237.50
04	52,364	2,006.27	54,114	2,073.34	56,672	2,171.32	58,142	2,227.66	59,421	2,276.65
05	53,280	2,041.38	55,061	2,109.63	57,663	2,209.32	59,159	2,266.65	60,461	2,316.50
06	54,079	2,072.00	56,438	2,162.37	59,105	2,264.56	60,638	2,323.31	61,972	2,374.41
07	54,890	2,103.08	58,131	2,227.24	60,878	2,332.49	62,458	2,393.01	63,831	2,445.64
08	55,714	2,134.62	60,107	2,302.96	62,948	2,411.80	64,581	2,474.38	66,001	2,528.79
09	56,549	2,166.64	62,211	2,383.57	65,151	2,496.21	66,842	2,560.98	68,312	2,617.30
10	57,398	2,199.14	64,389	2,466.99	67,431	2,583.58	69,181	2,650.61	70,702	2,708.90
11	57,398	2,199.14	66,642	2,553.34	69,791	2,674.00	71,602	2,743.38	73,177	2,803.72
12	57,398	2,199.14	68,808	2,636.32	72,060	2,760.91	73,929	2,832.54	75,555	2,894.84
13	57,398	2,199.14	71,044	2,722.00	74,402	2,850.64	76,332	2,924.60	78,011	2,988.92
14	57,398	2,199.14	73,353	2,810.47	76,820	2,943.28	78,813	3,019.65	80,546	3,086.06
15	57,398	2,199.14	74,637	2,859.65	78,164	2,994.79	80,192	3,072.50	81,956	3,140.07
16	57,398	2,199.14	75,943	2,909.69	79,532	3,047.20	81,595	3,126.26	83,390	3,195.02
17	57,398	2,199.14	77,272	2,960.61	80,924	3,100.52	83,023	3,180.97	84,849	3,250.93
18	57,398	2,199.14	78,624	3,012.42	82,340	3,154.78	84,476	3,236.64	86,334	3,307.82
19	57,398	2,199.14	80,000	3,065.14	83,781	3,209.99	85,955	3,293.28	87,845	3,365.71
20	57,398	2,199.14	81,400	3,118.78	85,247	3,266.17	87,459	3,350.91	89,382	3,424.61
21	57,398	2,199.14	82,621	3,165.54	86,526	3,315.18	88,770	3,401.16	90,723	3,475.98
22	57,398	2,199.14	83,861	3,213.06	87,824	3,364.89	90,103	3,452.22	92,084	3,528.11
23	57,398	2,199.14	85,119	3,261.25	89,141	3,415.37	91,454	3,503.99	93,465	3,581.05
24	57,398	2,199.14	86,395	3,310.16	90,478	3,466.61	92,825	3,556.53	94,867	3,634.76
25	57,398	2,199.14	87,692	3,359.83	91,836	3,518.61	94,218	3,609.88	96,290	3,689.27
26	57,398	2,199.14	89,007	3,410.21	93,213	3,571.37	95,631	3,664.03	97,735	3,744.63
27	57,398	2,199.14	90,786	3,478.40	95,077	3,642.78	97,544	3,737.32	99,689	3,819.49
28	57,398	2,199.14	92,602	3,547.96	96,978	3,715.63	99,495	3,812.07	101,682	3,895.88
29	57,398	2,199.14	94,454	3,618.92	98,918	3,789.95	101,485	3,888.31	103,716	3,973.80
30	57,398	2,199.14	96,343	3,691.30	100,896	3,865.75	103,515	3,966.07	105,790	4,053.27

*Please note:*

*Eligible employees will advance one step on July 1, 2011. Although the scale consists of 30 steps, the highest step that is active is step 29. That is, employees who were paid on step 28 during the 2010-11 school year will advance one step to step 29. No one will be paid at a step higher than step 29 during the 2011-12 school year. Pending funding by the county fiscal authorities, step 30 will become live July 1, 2012.*

**Appendix B**  
**FLEXIBLE BENEFITS PLAN**

**Medical, Dental, & Vision Deductions for Full-Time Employees**      **Effective 1/1/2011 - 12/31/2011**

<b>MEDICAL INSURANCE **</b>	<b>Total Premium or Equivalent</b>	<b>Board Annual Share</b>	<b>Your Annual Share</b>	<b>Your bi-weekly Deduction *</b>
<b>CareFirst BlueCross BlueShield Triple Choice/MPOS</b>				
Individual	\$ 7,075.80	\$ 6,368.40	\$ 707.40	\$ 35.37
Parent/Child	14,018.88	12,617.08	1,401.80	70.09
Two Adults	16,885.08	15,196.68	1,688.40	84.42
Family	19,037.40	17,133.80	1,903.60	95.18
<b>CIGNA OAPIN (In Network)</b>				
Individual	\$ 5,921.52	\$ 5,329.52	\$ 592.00	\$ 29.60
Parent/Child	11,731.92	10,558.92	1,173.00	58.65
Two Adults	14,130.60	12,717.60	1,413.00	70.65
Family	15,931.80	14,338.80	1,593.00	79.65
<b>CIGNA OAP (In/Out Network)</b>				
Individual	\$ 6,289.68	\$ 5,660.88	\$ 628.80	\$ 31.44
Parent/Child	12,461.52	11,215.52	1,246.00	62.30
Two Adults	15,009.24	13,508.44	1,500.80	75.04
Family	16,922.40	15,230.20	1,692.20	84.61
<b>Kaiser Permanente HMO</b>				
Individual	\$ 5,940.72	\$ 5,346.72	\$ 594.00	\$ 29.70
Parent/Child(ren)	11,287.44	10,158.84	1,128.60	56.43
Two Adults	13,960.80	12,564.80	1,396.00	69.80
Family	17,822.28	16,040.08	1,782.20	89.11
<b>DENTAL INSURANCE **</b>	<b>Total Premium or Equivalent</b>	<b>Board Annual Share</b>	<b>Your Annual Share</b>	<b>Your bi-weekly Deduction *</b>
<b>CareFirst Regional Dental PPO</b>				
Individual	\$ 277.32	\$ 180.32	\$ 97.00	\$ 4.85
Parent/Child or Two Adults	600.84	390.64	210.20	10.51
Family	910.92	592.12	318.80	15.94
<b>CareFirst Regional Dental Traditional</b>				
Individual	\$ 314.28	\$ 180.28	\$ 134.00	\$ 6.70
Parent/Child or Two Adults	658.92	390.72	268.20	13.41
Family	1,106.76	592.16	514.60	25.73
<b>CIGNA Dental DHMO</b>				
Individual	\$ 384.12	\$ 180.32	\$ 203.80	\$ 10.19
Parent/Child(ren) or Two Adults	736.20	390.60	345.60	17.28
Family	1,106.88	592.28	514.60	25.73
<b>VISION INSURANCE</b>	<b>Total Premium or Equivalent</b>	<b>Board Annual Share</b>	<b>Your Annual Share</b>	<b>Your bi-weekly Deduction *</b>
<b>CareFirst Davis</b>				
Individual (Free if FTE is .5 or greater)	\$ 34.20	\$ 34.20	\$ -	\$ -
Family (includes Parent/Child and Two Adults)	131.28	34.28	97.00	4.85

\*All employee benefits deductions are taken from 20 pay periods between September and June.    \*\* Domestic Partner benefits may be subject to imputed income.

**APPENDIX D  
EXTRA COMPENSATION  
Effective July 1, 2011**

**STUDENT ACTIVITIES**

**\$936**

Black Saga  
Chess  
Class Advisor - Freshman  
Class Advisor – Sophomore

DestiNation ImagiNation\*\*

Drama – Middle School  
Future Educators’ Association  
Health Occupation Students of America (HOSA)  
Instrumental Music\*\*++

Its’ Academic  
Key Club, Rotoract, etc.  
Literary Magazine  
Math Counts

Math 24 Challenge

Math, Engineering, and Science Achievement (MESA)  
Mock Trial

National Honor Societies of America++  
Quiz Bowl  
School Store  
Student Council – Middle School  
Student Service Learning\*\*  
Students Against Destructive Decisions (SADD)

**OTHER ACTIVITIES**

**\$936**

Elementary School Assessment Liaison

Science Fair Coordinator\*\*

Science, Technology, Engineering, and Math Fair Coordinator\*\*

Technology Liaison\*\*

**\$1872**

Class Advisor – Junior  
Class Advisor – Senior  
Dance\*\*  
DestiNation ImagiNation\*\*

Distributive Education Clubs of America (DECA)  
Drama – Secondary  
Drama – Technical Theater  
Forensics\*\*

Future Business Leaders of America (FBLA)  
Intramurals  
Instrumental Music\*\*++  
Newspaper\*\*  
Scholastic Aptitude Test Coordinator  
Skills USA

Student Service Learning\*\*

Supervised Occupational Exploration Program (SOEP)  
Vocal Music  
Yearbook

**\$1872**

Multimedia Coordinator

Science Fair Coordinator\*\*

Science, Technology, Engineering, and Math Fair Coordinator\*\*

Technology Liaison\*\*

**\$2270**

Dance\*\*  
Forensics\*\*  
Instrumental Music\*\*++  
Junior Reserve Officer Training Corps (JROTC)\*\*  
Newspaper\*\*

Student Council – High School

**\$2805**

Dance\*\*  
Forensics\*\*  
Future Farmers of America (FFA)  
Instrumental Music\*\*++

Junior Reserve Officer Training Corps (JROTC)\*\*  
Newspaper\*\*

**\$2270**

Advanced Placement (AP) Coordinator (12 courses or less)\*\*  
Advancement Via Individual Determination Coordinator\*\*++  
Technology Liaison\*\*

**\$2805**

Advanced Placement (AP) Coordinator (13 or more courses)\*\*  
Advancement Via Individual Determination Coordinator\*\*++  
Technology Liaison\*\*

\*\*These activities are listed in more than one category, depending upon the scope of the responsibility and activity.

++Additional information is located within Article XVI.

**APPENDIX D (continued)**  
**EXTRA COMPENSATION**  
**Effective July 1, 2011**

**INTERSCHOLASTICS – Varsity Head Coach\***

<b>\$1872</b>	<b>\$2805</b>	<b>\$3250</b>
Allied Sports (per season)	Athletic Directors (per season)	Volleyball
Cheerleading (Spring)	Baseball	
Middle School Coaches	Certified Athletic Trainer (per season)	<b>\$3473</b>
	Cheerleading (Winter)	Indoor Track
<b>\$2270</b>	Field Hockey	
Badminton	Lacrosse	<b>\$4275</b>
Cheerleading (Fall)	Soccer	Basketball
Cross Country	Softball	Wrestling
Golf	Tennis	
	Track & Field	<b>\$4810</b>
		Football

\*JV Coach receives 80% and Assistant Coach receives 55% of the compensation listed for the Head Coach. The junior varsity coach becomes assistant varsity coach at the end of the junior varsity season.

**Appendix E**

**RETIREMENT HEALTH PLAN ALLOWANCE FOR BCPS EMPLOYEES HIRED  
ON OR AFTER JANUARY 1, 2011**

**Original Base Amounts**

**PRE-MEDICARE RETIREES**

**MEDICARE RETIREES**

Base Allowance per Years of Service  
\$150.00                      \$225.00

Base Allowance per Years or Service  
\$100.00                      \$150.00

<b>Yrs. Of Service</b>	<b>Retiree</b>	<b>Retiree &amp; Dependent</b>	<b>Retiree</b>	<b>Retiree &amp; Dependent</b>
10	\$1,500.00	\$2,250.00	\$1,000.00	\$1,500.00
11	\$1,650.00	\$2,475.00	\$1,100.00	\$1,650.00
12	\$1,800.00	\$2,700.00	\$1,200.00	\$1,800.00
13	\$1,950.00	\$2,925.00	\$1,300.00	\$1,950.00
14	\$2,100.00	\$3,150.00	\$1,400.00	\$2,100.00
15	\$2,250.00	\$3,375.00	\$1,500.00	\$2,250.00
16	\$2,400.00	\$3,600.00	\$1,600.00	\$2,400.00
17	\$2,550.00	\$3,825.00	\$1,700.00	\$2,550.00
18	\$2,700.00	\$4,050.00	\$1,800.00	\$2,700.00
19	\$2,850.00	\$4,275.00	\$1,900.00	\$2,850.00
20	\$3,000.00	\$4,500.00	\$2,000.00	\$3,000.00
21	\$3,150.00	\$4,725.00	\$2,100.00	\$3,150.00
22	\$3,300.00	\$4,950.00	\$2,200.00	\$3,300.00
23	\$3,450.00	\$5,175.00	\$2,300.00	\$3,450.00
24	\$3,600.00	\$5,400.00	\$2,400.00	\$3,600.00
25	\$3,750.00	\$5,625.00	\$2,500.00	\$3,750.00
26	\$3,900.00	\$5,850.00	\$2,600.00	\$3,900.00
27	\$4,050.00	\$6,075.00	\$2,700.00	\$4,050.00
28	\$4,200.00	\$6,300.00	\$2,800.00	\$4,200.00
29	\$4,350.00	\$6,525.00	\$2,900.00	\$4,350.00
30	\$4,500.00	\$6,750.00	\$3,000.00	\$4,500.00
31	\$4,650.00	\$6,975.00	\$3,100.00	\$4,650.00
32	\$4,800.00	\$7,200.00	\$3,200.00	\$4,800.00
33	\$4,950.00	\$7,425.00	\$3,300.00	\$4,950.00
34	\$5,100.00	\$7,650.00	\$3,400.00	\$5,100.00
35	\$5,250.00	\$7,875.00	\$3,500.00	\$5,250.00

**Beginning in FY 09, flat dollar amounts will be adjusted by the lesser of the growth in the US Consumer Price Index (CPI) in the prior year or 4%.**

<b>FY 2009 Adjustment (Calendar Year 2007 CPI)</b>	<b>2.85%</b>
<b>FY 2010 Adjustment (Calendar Year 2008 CPI)</b>	<b>3.84%</b>
<b>FY 2011 Adjustment (Calendar Year 2009 CPI)</b>	<b>-0.36%</b>
<b>FY 2012 Adjustment (Calendar Year 2010 CPI)</b>	<b>1.64%</b>