

2009-2010

Supplement

to the

MASTER AGREEMENT

between the

Board of Education of Baltimore County

and

Council 67/Local 434

of the

**American Federation of State, County,
and Municipal Employees, AFL-CIO
(AFSCME)**

**(THIS SUPPLEMENT INCLUDES NEGOTIATED REVISIONS TO THE MASTER
AGREEMENT AND REPLACES THE 2008-2009 SUPPLEMENT.)**

Article III - Association's Rights, Privileges, and Responsibilities

8. Lists and Reports

Upon request, the Board will provide to the Union reports of all employees covered by this Agreement that shall include names, job locations, job titles, hire dates, and other such reports/data that is permissible by law, and mutually determined between the Union and the Board. These reports will be delivered to the Union in a manner that is mutually determined between the Union and the Board. Requests for such reports shall be made in writing to the Manager of the Office of Staff Relations.

Article VI - Working Hours and Shift Differential

7. Lunch Schedule and Breaks

All employees shall be granted an unpaid, duty-free lunch period during each normal work day. Whenever possible, the lunch period shall be scheduled close to the middle of the shift.

The employee has the prerogative to leave the work location during his unpaid lunch period. The employee must clock out when leaving the work area and clock in upon his/her return. In facilities where there is more than one (1) employee, the lunch schedule must be approved by the immediate supervisor or appropriate administrator.

Breaks, in addition to the lunch period, shall be provided. Breaks shall be scheduled with the employee's immediate supervisor.

Article VII - Absences and Leaves

7b. Child Rearing Leave

If an employee does not desire to return to her position as soon as she is physically able to do so, following the birth of a child, or a father wishes to remain home to rear a newborn child, he/she may apply for a child rearing leave under the following conditions:

1. Request for child rearing leave of absence shall be 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 (37th) week), where the employee has not yet filed for leave, the ***Application for Child Rearing Leave of Absence*** form 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).

Article X - Transportation Reimbursement

The authorized use of an employee's personal car for transportation to accomplish his assigned duties shall be reimbursed at the rate established by the Internal Revenue Service. The use of a personal automobile may be authorized for:

1. Attendance at a meeting called by an appropriate administrator.
2. Travel at the direction of the appropriate administrator.

Reimbursement will be made monthly, bi-monthly, or quarterly subject to completion of the appropriate form. No reimbursement of less than fifteen dollars (\$15.00) will be paid to an employee for any period of time, except for the final reimbursement if the fiscal year, which may be submitted for less than fifteen dollars (\$15.00). Final reimbursement reports must be submitted by June 30 for ten (10) month employees, or within seven (7) duty days of the close of a fiscal year for all other employees in order to receive reimbursement.

When computing mileage, the employee's normal round-trip commuting distance to his regularly assigned location shall be subtracted from the total mileage incurred. Those employees without a regularly assigned work location (painters, stationary crews, roofing inspectors) will be assigned to a specific location at the beginning of each fiscal year for the purpose of computing their travel reimbursement. Transportation reimbursement shall be provided for an employee traveling to a medical facility from his/her work location and back to the work location, due to an injury on the job. Transportation reimbursement shall be provided for an employee traveling to and from a medical facility from his/her legal residence when required and confirmed in writing by the medical facility personnel.

Article XII - Vacations

In determining vacation schedules, effort shall be made to comply with the wishes of the employee. It must be recognized, however, that work schedules must be met, and when there is an irreconcilable conflict between work schedule and desired vacation schedule, the former will be dominant. Vacations must be requested in advance and approved by the appropriate administrator.

Whenever possible, the employee will be notified in writing or electronically of the disposition of a vacation request of five (5) consecutive work days or longer within fifteen (15) work days of the date received by the appropriate administrator.

When considering two (2) or more vacation requests for the same period of time, the employee with the most seniority shall be given preference, where appropriate.

Approved vacation requests shall not be subject to revocation except in cases of designated system emergencies and/or disasters. In the event that an employee is required to work because of disaster or emergency, the unused vacation time shall be restored and may be used at a later date.

ARTICLE XV - Job Security and Transfers

3. Assignment and Voluntary Transfer

An employee who is voluntarily transferred (i.e., moves to the same job classification in another department or job location) shall be paid at the same base rate held at the time of transfer. Shift differentials applicable to the new assignments will apply. Current employees requesting transfers will be given priority of selection.

Employees desiring to be considered for a voluntary transfer within the existing classification may obtain a form from the Department of Physical Facilities, the Department of Transportation, or copy the form in Appendix D, and return the completed form to the designated office.

Any transfer under this provision is subject to the grievance procedure only for reasons of arbitrariness or failure to follow procedures.

4. Assignment and Involuntary Transfer

Involuntary transfers may be made by the superintendent or the superintendent's designee as the needs of the system require. Notification of an involuntary transfer will be given to an employee as soon as possible, but not less than twenty (20) calendar days, except in cases of emergency, in advance of the intended transfer. The involuntary transfer will be made only after a meeting between the employee and the appropriate supervisor, at which time; the employee shall be notified of the reason for the transfer. Whenever possible the employee will be transferred to a work location within the same geographic area. In the event the transfer is not in the employee's desired geographic area, the transferred employee shall be given primary consideration for any opening in the desired geographic area for a minimum of two (2) school years.

Involuntary transfers based on reasons other than the ability to perform essential functions will be affected, whenever possible, beginning with the employees having the least service within the classification at the location.

Article XVIII - Bus Drivers and Attendants

1. Leaves and Holidays

- a. Two (2) days of urgent personal business leave shall be provided. If not used, the personal business days shall be accumulated as sick leave.
- b. Two (2) days of leave for religious observance shall be provided.
- c. Two (2) inclement weather days are available to be used automatically when schools are closed. Unused inclement weather days shall be accumulated as sick leave.
- d. No floating holidays are assigned to bus drivers and attendants.
- e. Drivers and attendants are not assigned to work during winter vacation and spring vacation. Drivers and attendants may be assigned to work on professional study days.
- f. Drivers and attendants who work during the summer months on summer school routes or extended school year routes shall be permitted to use a maximum of three days of previously accrued personal illness/illness in family leave. In the event that a driver or an attendant works less than the entire summer school/extended school year program, the amount of personal illness/illness in family leave will be pro-rated.

2. Normal Workday

During the school year, the normal work-week for full-time employees will be forty (40) hours Monday through Friday. The work-week for part-time employees will be twenty-five (25) hours Monday through Friday. The normal work-week for full-time employees will be comprised of one of the workday configurations plus extra duty assignments including, but not limited to the following examples:

Field trips, maintenance runs, in-service activities, drug testing, committee assignments, stand-by, retraining, fueling, pre/post trip inspections, etc.

Field trip and stand-by assignments will be made at least five (5) workdays in advance.

Evening assignments will be made at least ten (10) workdays in advance.

Drivers and attendants given evening assignments will not be given additional noon, field trip, or stand-by assignments between their a.m./p.m. assignment on the day of that evening assignment. Evening assignments are defined as work that begins after the close of the instructional day. Drivers and attendants who are scheduled noon work will not be given evening assignments.

The normal workday will fall under one of the following configurations:

An a.m., p.m. route

An a.m., noon, p.m. route

An a.m., p.m., evening route

Each driver and attendant will be paid his/her regular rate of pay, 15 minutes each day for pre/post trip inspections. When a majority of an assignment occurs beyond the normal work day, the driver and attendant shall receive a shift differential as stated in Article VI, Section 3.

A request for a change in status from full-time to part-time must be submitted to the immediate supervisor and will be considered on a seniority basis as positions become available. Requests from part-time to full-time status can be addressed immediately by a supervisor.

Drivers and attendants who choose to accept full-time positions will be asked to perform duties that continue to be part of the normal and customary tasks related to the functions of the respective position.

All non-public school runs shall be clearly designated to advise drivers and attendants that these runs are subject to a different calendar than the public school calendar. If this calendar exceeds the Baltimore County Public Schools' (BCPS) calendar, drivers and attendants will be compensated for their additional work at the conclusion of the school year. If a non-public school year opens before the Baltimore County school year, and if the first regular pay period for drivers and attendants is less than ten (10) days, the non-public school drivers and attendants will be paid within two (2) pay periods after the work is completed and reported.

All drivers and attendants assigned to non-public routes will be eligible for any accrued leave benefits, until the end of the non-public school assignment, if the non-public school calendar exceeds the BCPS school year.

Non-public runs that require drivers and attendants to work on scheduled holidays will be paid according to Article VI, Section 2 and Article XI, Section 2 of the Master Agreement.

3. Posting of Vacancies

Vacancies shall be posted for ten (10) duty days at all bus locations. The vacancy shall be filled by the most senior driver/attendant requesting consideration, provided the driver/attendant possesses the necessary qualifications. The union will be supplied a copy of all job postings.

Posting of driver/attendant seniority lists will occur on each lot monthly throughout the school year. Included on the posted list will be name and hire date, by lot only. If a current BCPS employee transfers to the Office of Transportation into a position of bus driver or attendant, the transfer date will be used for the purpose of work and bus assignments.

Drivers and attendants will be notified periodically, via internal memo, regarding work opportunities outside their job category, such as route typing, back-up dispatcher and routing assistant

positions, and other office related duties. Interest in new work opportunities require a written letter of interest by employees to their Area Manager. The letter shall include any special skills and past experience.

9d. Assignment of Summer Work

The President of the Union will give the Director of Transportation a list of designated Union representatives who will be given the opportunity to review the final assignments of a.m., p.m., and noon summer work assignments. The designated union representatives will be given a copy of these assignments. Copies of summer bus routes will be given to the Union President. Upon request, the Director of Transportation will provide the Union President with a list of hours worked at the conclusion of the summer work program.

Appendix A
BALTIMORE COUNTY PUBLIC SCHOOLS
Salary Scale for AFSCME-represented Facilities and
Transportation Employees, July 1, 2009

STEP	GRADE												
	01	02	03	04	05	06	07	08	09	10	11	12	STEP
01	8.66	9.37	10.14	10.96	11.85	12.82	13.88	15.01	16.24	17.57	18.99	20.54	01
02	9.01	9.75	10.54	11.40	12.33	13.34	14.44	15.61	16.89	18.26	19.75	21.36	02
03	9.37	10.14	10.96	11.85	12.82	13.88	15.01	16.24	17.57	18.99	20.54	22.22	03
04	9.75	10.54	11.40	12.33	13.34	14.44	15.61	16.89	18.26	19.75	21.36	23.11	04
05	10.14	10.96	11.85	12.82	13.88	15.01	16.24	17.57	18.99	20.54	22.22	24.03	05
06	10.54	11.40	12.33	13.34	14.44	15.61	16.89	18.26	19.75	21.36	23.11	24.99	06
07	10.96	11.85	12.82	13.88	15.01	16.24	17.57	18.99	20.54	22.22	24.03	25.99	07
31	9.01	9.75	10.54	11.40	12.33	13.34	14.44	15.61	16.89	18.26	19.75	21.36	31
32	9.37	10.14	10.96	11.85	12.82	13.88	15.01	16.24	17.57	18.99	20.54	22.22	32
33	9.75	10.54	11.40	12.33	13.34	14.44	15.61	16.89	18.26	19.75	21.36	23.11	33
34	10.14	10.96	11.85	12.82	13.88	15.01	16.24	17.57	18.99	20.54	22.22	24.03	34
35	10.54	11.40	12.33	13.34	14.44	15.61	16.89	18.26	19.75	21.36	23.11	24.99	35
36	10.96	11.85	12.82	13.88	15.01	16.24	17.57	18.99	20.54	22.22	24.03	25.99	36
37	11.40	12.33	13.34	14.44	15.61	16.89	18.26	19.75	21.36	23.11	24.99	27.04	37
61	9.37	10.14	10.96	11.85	12.82	13.88	15.01	16.24	17.57	18.99	20.54	22.22	61
62	9.75	10.54	11.40	12.33	13.34	14.44	15.61	16.89	18.26	19.75	21.36	23.11	62
63	10.14	10.96	11.85	12.82	13.88	15.01	16.24	17.57	18.99	20.54	22.22	24.03	63
64	10.54	11.40	12.33	13.34	14.44	15.61	16.89	18.26	19.75	21.36	23.11	24.99	64
65	10.96	11.85	12.82	13.88	15.01	16.24	17.57	18.99	20.54	22.22	24.03	25.99	65
66	11.40	12.33	13.34	14.44	15.61	16.89	18.26	19.75	21.36	23.11	24.99	27.04	66
67	11.85	12.82	13.88	15.01	16.24	17.57	18.99	20.54	22.22	24.03	25.99	28.12	67
91	9.75	10.54	11.40	12.33	13.34	14.44	15.61	16.89	18.26	19.75	21.36	23.11	91
92	10.14	10.96	11.85	12.82	13.88	15.01	16.24	17.57	18.99	20.54	22.22	24.03	92
93	10.54	11.40	12.33	13.34	14.44	15.61	16.89	18.26	19.75	21.36	23.11	24.99	93
94	10.96	11.85	12.82	13.88	15.01	16.24	17.57	18.99	20.54	22.22	24.03	25.99	94
95	11.40	12.33	13.34	14.44	15.61	16.89	18.26	19.75	21.36	23.11	24.99	27.04	95
96	11.85	12.82	13.88	15.01	16.24	17.57	18.99	20.54	22.22	24.03	25.99	28.12	96
97	12.32	13.33	14.44	15.61	16.89	18.27	19.75	21.36	23.11	24.99	27.03	29.24	97

Longevity Steps

10 years =	0.89
12 years =	1.21
14 years =	1.53
16 years =	1.85
18 years =	2.17
20 years =	2.49
22 years =	2.81
24 years =	3.13
26 years =	3.45
28 years =	3.77
30 years =	4.09

32 years =	4.41
34 years =	4.73
36 years =	5.05
38 years =	5.37
40 years =	5.69

Hourly Shift Differentials

2nd Shift =	0.65
3rd Shift =	0.90
1st Shift NCW =	0.65
2nd Shift NCW =	0.90
3rd Shift NCW =	1.15

NCW = Non-consecutive Work Week

Appendix A
BALTIMORE COUNTY PUBLIC SCHOOLS
Salary Scale for AFSCME-represented Facilities and
Transportation Employees

Effective January 1, 2010 for Twelve-month Employees

Effective January 21, 2010 for Ten-month Employees

	01	02	03	04	05	06	07	08	09	10	11
01	10.00	10.74	11.62	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73
02	10.33	11.17	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60
03	10.74	11.62	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50
04	11.17	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44
05	11.62	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42
06	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44	26.44
07	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42	27.50
31	10.33	11.17	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60
32	10.74	11.62	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50
33	11.17	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44
34	11.62	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42
35	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44	26.44
36	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42	27.50
37	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44	26.44	28.60
61	10.74	11.62	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50
62	11.17	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44
63	11.62	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42
64	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44	26.44
65	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42	27.50
66	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44	26.44	28.60
67	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42	27.50	29.74
91	11.17	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44
92	11.62	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42
93	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44	26.44
94	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42	27.50
95	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44	26.44	28.60
96	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42	27.50	29.74
97	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44	26.44	28.60	30.93

Longevity Steps

10 years =	\$0.91	30 years =	\$4.17
12 years =	\$1.23	32 years =	\$4.50
14 years =	\$1.56	34 years =	\$4.82
16 years =	\$1.89	36 years =	\$5.15
18 years =	\$2.21	38 years =	\$5.48
20 years =	\$2.54	40 years =	\$5.80
22 years =	\$2.87		
24 years =	\$3.19		
26 years =	\$3.52		
28 years =	\$3.85		

Hourly Shift Differentials

2nd Shift =	0.66
3rd Shift =	0.92
1st Shift NCW =	0.66
2nd Shift NCW =	0.92
3rd Shift NCW =	1.17

NCW = Non-consecutive Work Week

APPENDIX B

FLEXIBLE BENEFITS PLAN

Medical, Dental, & Vision Deductions for Full-Time Employees Effective 9/1/2009 - 8/31/2010

MEDICAL INSURANCE	Total Premium or Equivalent	Board Annual Share	Your Annual Share	Your bi-weekly Deduction *
<i>CareFirst BlueCross BlueShield Triple Choice/MPOS</i>				
Individual	\$ 6,552.96	5,897.76	\$ 655.20	\$ 32.76
Parent/Child	12,983.04	11,684.84	1,298.20	64.91
Two Adults	15,637.56	14,073.96	1,563.60	78.18
Family	17,630.88	15,867.88	1,763.00	88.15
<i>Kaiser Permanente HMO</i>				
Individual	\$ 5,629.56	5,066.76	\$ 562.80	\$ 28.14
Parent/Child(ren)	10,696.44	9,626.84	1,069.60	53.48
Two Adults	13,229.64	11,906.84	1,322.80	66.14
Family	16,888.68	15,199.88	1,688.80	84.44
<i>Keystone Health Plan HMO (PA residents only)</i>				
Individual	\$ 6,071.04	5,464.04	\$ 607.00	\$ 30.35
Parent/Child	11,838.60	10,654.80	1,183.80	59.19
Two Adults	13,357.08	12,021.48	1,335.60	66.78
Family	19,124.04	17,211.64	1,912.40	95.62
DENTAL INSURANCE	Total Premium or Equivalent	Board Annual Share	Your Annual Share	Your bi-weekly Deduction *
<i>CareFirst Regional Dental PPO</i>				
Individual	\$ 290.28	188.68	\$ 101.60	\$ 5.08
Parent/Child or Two Adults	628.80	408.60	220.20	11.01
Family	953.28	619.28	334.00	16.70
<i>CareFirst Regional Dental Traditional</i>				
Individual	\$ 328.92	188.72	\$ 140.20	\$ 7.01
Parent/Child or Two Adults	689.64	408.24	281.40	14.07
Family	1,158.24	619.04	539.20	26.96
<i>CIGNA Dental DHMO</i>				
Individual	\$ 376.56	188.76	\$ 187.80	\$ 9.39
Parent/Child(ren) or Two Adults	721.80	408.80	313.00	15.65
Family	1,085.16	619.76	465.40	23.27
VISION INSURANCE	Total Premium or Equivalent	Board Annual Share	Your Annual Share	Your bi-weekly Deduction *
<i>Vision Service Plan</i>				
Individual (Free if FTE is .5 or greater)	\$ 37.80	37.80	\$ -	\$ -
Family (includes Parent/Child and Two Adults)	144.96	37.96	107.00	5.35

*All employee benefits deductions are taken from 20 pay periods between September and June.

2009-2010

Supplement

to the

MASTER AGREEMENT

between the

Board of Education of Baltimore County

and the

**Baltimore (County Instructional) Assistants &
Clerical Employees, Inc.
(BACE)**

**(THIS SUPPLEMENT INCLUDES NEGOTIATED REVISIONS TO THE MASTER
AGREEMENT AND REPLACES THE 2008-2009 SUPPLEMENT.)**

Article 4 – Negotiations Process

4.1 Designation of Negotiators

Prior to September 15 of each year, the Board and the Association shall each designate in writing, to the other, the name of the chairperson of its negotiating team.

Prior to September 15 of each year, the Board and the Association shall each designate in writing, to the other, not more than four (4) other official representatives to serve on its negotiating team. The negotiating teams of the Board and the Association may have four (4) consultants in attendance at any time during the negotiating sessions. By mutual consent, the number of consultants on any given subject may be expanded. Notwithstanding the above requirement, the Board and the Association shall retain the right to replace the chairperson or members of their teams at their individual discretion.

4.2 Proposals

Requests by the Association and 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.

4.3 Time Limit - Impasse

Negotiation of all items submitted must be completed by November 30, unless the impasse procedure provided in Title 6, Subtitle 5 of the Education Article of the Annotated Code of Maryland is used.

Should either party suggest an impasse, the procedures as provided in Title 6, Subtitle 5 of the Education Article of the Annotated Code of Maryland relating to impasse shall be followed.

If the parties are unable to agree upon a third panel member or obtain a commitment to serve within the specified period, a request for a list of qualified panel members shall be made to the American Arbitration Association. All costs involving the neutral party shall be shared by the Board and the Association.

If the panel is activated, said panel shall within thirty (30) calendar days render a report setting forth its recommendations for the resolution of the impasse. The parties agree to cooperate with the panel and provide such information and assistance as it may request.

Article 7 - Wages and Working Hours

7.3 Overtime

Any employee who obtains prior authorization from an appropriate administrator/supervisor to work in excess of his/her normal schedule shall be compensated by agreed upon compensatory time hour for hour or by cash payment as follows:

a. Up to forty (40) hours per work-week -- (1) cash payment at the employee's hourly rate or (2) compensatory time hour for hour.

b. Hours in excess of forty (40) hours per work-week -- (1) cash payment at time and one-half employee's hourly rate or (2) compensatory time at one and one-half hours per hour.

c. Any employee who earns compensatory time shall be provided the opportunity to use that compensatory time prior to the end of the school year for ten (10) month employees, or the end of the fiscal year for twelve (12) month employees. Unused compensatory time shall be paid to the employee at the end of the fiscal year.

Article 8 - Absences and Leaves

8.7 Child Rearing Leave

If an employee does not desire to return to her position as soon as she is physically able to do so, following the birth of a child, or a father wishes to remain home to rear a newborn child, he/she may apply for a child rearing leave under the following conditions:

1. Requests for Child Rearing Leave of Absence shall be 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 (37th) 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 birth of the child(ren).

Article 11 - Transportation Reimbursement

The authorized use of an employee's personal car for transportation to accomplish his/her assigned duties shall be reimbursed at the rate established by the Internal Revenue Service. The use of a personal automobile may be authorized for:

- a. Attendance at a meeting called by an appropriate administrator.
- b. Banking and post office business.
- c. Travel from one work location to another at the direction of the appropriate administrator.
- d. Staff development activities held during the regular work day.
- e. Employees assigned to two (2) or more locations on any given day will be reimbursed for the total mileage incurred less the normal round-trip commuting distance to the closest school or office to which the employee is assigned.

Reimbursement forms will be submitted monthly, bi-monthly, or quarterly. No reimbursement of less than fifteen dollars (\$15.00) will be paid to an employee during any period of time, except for the final reimbursement of the fiscal year, which may be submitted for less than fifteen dollars (\$15.00). Final reimbursement reports must be submitted by June 30 for ten (10) month employees, or within seven (7) duty days of the close of the fiscal year for all other employees in order to receive reimbursement.

Article 18 - Salaries

18.2 Longevity

At the beginning of the 11th, 13th, 15th, 17th, 19th, 21st, 23rd, 25th, 27th, 29th, 31st, 33rd, 35^{th*}, 37^{th*}, and 40^{th*} year of permanent employment with the Board of Education, the employee shall receive longevity salary increments in accordance with the current salary schedule.

18.6 Summer Rates for Paraeducators

Beginning with the summer of 2010, the rate of pay for paraeducators who perform summer work shall be equal to their current hourly rate of pay during the school year.

18.7 Extra Duty Activities*

Individuals accepting an extra duty activity (EDA) responsibility shall be paid an hourly rate of pay based on the negotiated rates for the respective position(s) identified in the Master Agreement between TABCO and the Board of Education of Baltimore County (Board). Payment for these services shall be thirteen dollars (\$13.00) per hour, based on FY 09 rates. When, as a result of sponsoring an EDA, an employee exceeds forty (40) working hours during a regular work week, the rate of compensation for the EDA hours above forty hours will be time-and-one-half, or nineteen dollars and fifty cents (\$19.50).

In subsequent years, the same calculation formula as used in FY 09 will be used to determine the hourly rate and the overtime rate.

*** Funding for longevity steps 35, 37, and 40 and for increases in EDA payments take effect on January 1, 2010 for twelve-month employees and on January 21, 2010 for ten-month employees.**

Memorandum of Understanding

It is agreed that for a one-year period of time (FY10), the following provisions will apply to Section 3.2, *Leave for Association Business*:

Leave for association business for any employee will be limited to ten (10) days for ten (10) month employees and twelve (12) days for twelve (12) month employees. Individuals elected to the MSTA or NEA Board of Directors will be permitted to use an additional five (5) days of leave for association business.

This MOU shall end on June 30, 2010. BACE or the Board may reintroduce this proposal during negotiations without using one of their three (3) openers.

Memorandum of Understanding

It is agreed that representatives of the Board and the Association will meet to discuss the practice of permitting paraeducators to substitute for the classroom teacher. The following issues will be addressed and/or researched:

- The activities for which a paraeducator shall be compensated
- The method of payment, if any
- The manner in which paraeducators across the State of Maryland are compensated for substituting for teachers

Recommendations of the study committee shall be submitted to the Office of Staff Relations and to the BACE Board of Directors by September 30, 2009.

APPENDIX A-1

BALTIMORE COUNTY PUBLIC SCHOOLS

2009-2010 Salary Scale for Paraeducators

Effective July 1, 2009

Step	Grade 31 High School < 30 Hours	Grade 32 High School Plus 30 Hours	Grade 33 High School Plus 60Hours	Grade 34 High School Plus 90 Hours	Grade 35 Bachelor's Degree	Step
01	12.87	13.30	13.73	14.16	14.59	01
02	13.52	13.96	14.38	14.82	15.24	02
03	14.17	14.60	15.03	15.46	15.89	03
04	14.83	15.25	15.69	16.11	16.54	04
05	15.47	15.91	16.33	16.76	17.19	05
06	16.09	16.54	16.98	17.44	17.88	06
07	16.74	17.20	17.67	18.12	18.59	07
08	17.41	17.89	18.37	18.85	19.34	08
09	18.11	18.61	19.10	19.60	20.11	09
10	18.83	19.35	19.86	20.38	20.91	10

Longevity Steps	
11 years =	0.75
13 years =	1.12
15 years =	1.50
17 years =	1.87
19 years =	2.24
21 years =	2.61
23 years =	2.98
25 years =	3.36
27 years =	3.73
29 years =	4.11
31 years =	4.48
33 years =	5.22

APPENDIX A-1

BALTIMORE COUNTY PUBLIC SCHOOLS

2009-2010 Salary Scale for Paraeducators*

Step	Grade 31 High School < 30 Hours	Grade 32 High School Plus 30 Hours	Grade 33 High School Plus 60 Hours	Grade 34 High School Plus 90 Hours	Grade 35 Bachelor's Degree
01	14.17	14.60	15.03	15.46	15.89
02	14.83	15.25	15.69	16.11	16.54
03	15.47	15.91	16.33	16.76	17.19
04	16.09	16.54	16.98	17.44	17.88
05	16.74	17.20	17.67	18.12	18.59
06	17.41	17.89	18.37	18.85	19.34
07	18.11	18.61	19.10	19.60	20.11
08	18.83	19.35	19.86	20.38	20.91
09	19.58	20.12	20.65	21.20	21.75
10	20.36	20.92	21.48	22.05	22.62

Longevity Steps	
11 years	= 0.75
13 years	= 1.12
15 years	= 1.50
17 years	= 1.87
19 years	= 2.24
21 years	= 2.61
23 years	= 2.98
25 years	= 3.36
27 years	= 3.73
29 years	= 4.11
31 years	= 4.48
33 years	= 5.22
35 years	= 5.96*
37 years	= 6.70*
40 years	= 7.44*

* Funding for the salary schedule and longevity steps 35, 37, and 40 will take effect on January 1, 2010 for twelve-month employees and on January 21, 2010 for ten-month employees.

APPENDIX A-2

BALTIMORE COUNTY PUBLIC SCHOOLS

2009-2010 Ten-Month Interpreters Salary Schedule

Effective July 1, 2009

Grade	12	13	14
Step	Hourly	Hourly	Hourly
01	17.92	18.59	19.34
02	18.64	19.34	20.11
03	19.38	20.11	20.92
04	20.16	20.92	21.76
05	20.96	21.76	22.63
06	22.01	22.85	23.76
07	23.11	23.99	24.95
08	24.27	25.19	26.20
10	26.75	27.78	28.89
31	18.64	19.34	20.11
32	19.38	20.11	20.92
33	20.16	20.92	21.76
34	20.96	21.76	22.63
35	22.01	22.85	23.76
36	23.11	23.99	24.95
37	24.27	25.19	26.20
38	25.48	26.46	27.51
39	26.75	27.78	28.89
40	28.09	29.17	30.33
61	19.38	20.11	20.92
62	20.16	20.92	21.76
63	20.96	21.76	22.63
64	22.01	22.85	23.76
65	23.11	23.99	24.95
66	24.27	25.19	26.20
67	25.48	26.46	27.51
68	26.75	27.78	28.89
69	28.09	29.17	30.33
70	29.49	30.63	31.85

Longevity Steps

11 years =	.75
13 years =	1.12
15 years =	1.50
17 years =	1.87
19 years =	2.24
21 years =	2.61
23 years =	2.98
25 years =	3.36
27 years =	3.73
29 years =	4.11
31 years =	4.48
33 years =	5.22

Grade 12 = Not certified

Grade 13 = Possession of NAD-RID National Level II Interpreter Certification; or

- NIC Generalist Certification; or
- RID Certificate of Interpreting; or
- RID Certificate of Transliteration.

Grade 14 = Possession of RID Certificate of Interpreting and Certificate of Transliteration; or

- NAD-RID National Level IV or V Interpreter Certification; or
- NIC Certified Master or Advanced Level Certification.

APPENDIX A-2

BALTIMORE COUNTY PUBLIC SCHOOLS

2009-2010 Salary Schedule for Ten-Month Interpreters*

GRADE	10	11	12
STEP			
01	19.38	20.11	20.92
02	20.16	20.92	21.76
03	20.96	21.76	22.63
04	22.01	22.85	23.76
05	23.11	23.99	24.95
06	24.27	25.19	26.20
07	25.48	26.46	27.51
08	26.75	27.78	28.89
09	27.93	29.00	30.16
10	29.16	30.28	31.49
31	20.16	20.92	21.76
32	20.96	21.76	22.63
33	22.01	22.85	23.76
34	23.11	23.99	24.95
35	24.27	25.19	26.20
36	25.48	26.46	27.51
37	26.75	27.78	28.89
38	27.93	29.00	30.16
39	29.16	30.28	31.49
40	30.44	31.61	32.88
61	20.96	21.76	22.63
62	22.01	22.85	23.76
63	23.11	23.99	24.95
64	24.27	25.19	26.20
65	25.48	26.46	27.51
66	26.75	27.78	28.89
67	27.93	29.00	30.16
68	29.16	30.28	31.49
69	30.44	31.61	32.88
70	31.78	33.00	34.33

Longevity Steps:

11 years	= 0.75
13 years	= 1.12
15 years	= 1.50
17 years	= 1.87
19 years	= 2.24
21 years	= 2.61
23 years	= 2.98
25 years	= 3.36
27 years	= 3.73
29 years	= 4.11
31 years	= 4.48
33 years	= 5.22
35 years	= 5.96*
37 years	= 6.70*
40 years	= 7.44*

Grade 12 = Not certified

Grade 13 = Possession of NAD-RID National Level II Interpreter Certification; or

- **NIC Generalist Certification; or**
- **RID Certificate of Interpreting; or**
- **RID Certificate of Transliteration**

Grade 14 = Possession of RID Certificate of Interpreting and Certificate of Transliteration; or

- **NAD-RID National Level IV or V Interpreter Certification; or**
- **NIC Certified Master or Advanced Level Certification**

*** Funding for the salary schedule and longevity steps 35, 37, and 40 will take effect on January 1, 2010 for twelve-month employees and on January 21, 2010 for ten-month employees.**

APPENDIX A-3

BALTIMORE COUNTY PUBLIC SCHOOLS 2009-2010 Salary Scale for BACE-represented Office Professionals and Classified Employees

Effective July 1, 2009

STEP	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	STEP
01	11.02	11.62	12.22	12.38	13.44	14.04	14.66	15.29	15.92	16.58	17.24	17.92	18.59	19.34	20.11	01
02	11.46	12.09	12.71	13.34	13.98	14.60	15.24	15.90	16.55	17.25	17.93	18.64	19.34	20.11	20.92	02
03	11.92	12.57	13.22	13.87	14.54	15.19	15.85	16.53	17.22	17.94	18.65	19.38	20.11	20.92	21.76	03
04	12.40	13.07	13.75	14.42	15.12	15.80	16.48	17.19	17.91	18.66	19.39	20.16	20.92	21.76	22.63	04
05	12.90	13.59	14.30	15.00	15.73	16.43	17.14	17.88	18.63	19.40	20.17	20.96	21.76	22.63	23.54	05
06	13.55	14.27	15.01	15.75	16.51	17.25	18.00	18.78	19.56	20.37	21.18	22.01	22.85	23.76	24.72	06
07	14.23	14.98	15.76	16.54	17.34	18.12	18.90	19.72	20.53	21.39	22.24	23.11	23.99	24.95	25.96	07
08	14.94	15.73	16.55	17.37	18.21	19.03	19.85	20.71	21.56	22.46	23.35	24.27	25.19	26.20	27.26	08
09	15.68	16.51	17.38	18.24	19.12	19.98	20.84	21.75	22.64	23.58	24.51	25.48	26.46	27.51	28.62	09
10	16.46	17.34	18.25	19.15	20.07	20.98	21.88	22.84	23.78	24.77	25.73	26.75	27.78	28.89	30.05	10
31	11.46	12.09	12.71	13.34	13.98	14.60	15.24	15.90	16.55	17.25	17.93	18.64	19.34	20.11	20.92	31
32	11.46	12.57	12.71	13.34	13.98	14.60	15.24	15.90	16.55	17.25	17.93	18.64	19.34	20.11	20.92	32
33	12.40	13.07	13.75	14.42	15.12	15.80	16.48	17.19	17.91	18.66	19.39	20.16	20.92	21.76	22.63	33
34	12.90	13.59	14.30	15.00	15.73	16.43	17.14	17.88	18.63	19.40	20.17	20.96	21.76	22.63	23.54	34
35	13.55	14.27	15.01	15.75	16.51	17.25	18.00	18.78	19.56	20.37	21.18	22.01	22.85	23.76	24.72	35
36	14.23	14.98	15.76	16.54	17.34	18.12	18.90	19.72	20.53	21.39	22.24	23.11	23.99	24.95	25.96	36
37	14.94	15.73	16.55	17.37	18.21	19.03	19.85	20.71	21.56	22.46	23.35	24.27	25.19	26.20	27.26	37
38	15.68	16.51	17.38	18.24	19.12	19.98	20.84	21.75	22.64	23.58	24.51	25.48	26.46	27.51	28.62	38
39	16.46	17.34	18.25	19.15	20.07	20.98	21.88	22.84	23.78	24.77	25.73	26.75	27.78	28.89	30.05	39
40	17.28	18.21	19.16	20.11	21.07	22.03	22.97	23.98	24.97	26.01	27.02	28.09	29.17	30.33	31.55	40
61	11.92	12.57	13.22	13.87	14.54	15.19	15.85	16.53	17.22	17.94	18.65	19.38	20.11	20.92	21.76	61
62	12.40	13.07	13.75	14.42	15.12	15.80	16.48	17.19	17.91	18.66	19.39	20.16	20.92	21.76	22.63	62
63	12.90	13.59	14.30	15.00	15.73	16.43	17.14	17.88	18.63	19.40	20.17	20.96	21.76	22.63	23.54	63
64	13.55	14.27	15.01	15.75	16.51	17.25	18.00	18.78	19.56	20.37	21.18	22.01	22.85	23.76	24.72	64
65	14.23	14.98	15.76	16.54	17.34	18.12	18.90	19.72	20.53	21.39	22.24	23.11	23.99	24.95	25.96	65
66	14.94	15.73	16.55	17.37	18.21	19.03	19.85	20.71	21.56	22.46	23.35	24.27	25.19	26.20	27.26	66
67	15.68	16.51	17.38	18.24	19.12	19.98	20.84	21.75	22.64	23.58	24.51	25.48	26.46	27.51	28.62	67
68	16.46	17.34	18.25	19.15	20.07	20.98	21.88	22.84	23.78	24.77	25.73	26.75	27.78	28.89	30.05	68
69	17.28	18.21	19.05	19.99	20.95	21.90	22.84	23.84	24.83	25.86	26.86	27.93	29.00	30.16	31.37	69
70	18.14	19.12	20.12	21.12	22.12	23.13	24.12	25.18	26.22	27.31	28.37	29.49	30.63	31.85	31.85	70

Longevity Steps:

11 years = 0.65	21 years = 2.27	31 years = 3.88
13 years = 0.97	23 years = 2.59	33 years = 4.53
15 years = 1.29	25 years = 2.91	
17 years = 1.62	27 years = 3.23	
19 years = 1.94	29 years = 3.56	

APPENDIX A-3

BALTIMORE COUNTY PUBLIC SCHOOLS

2009-2010 Salary Scale for BACE-represented Office Professionals and Classified Employees*

GRADE	01	02	03	04	05	06	07	08	09	10	11	12	13	Grade
STEP														STEP
01	13.22	13.87	14.54	15.19	15.85	16.53	17.22	17.94	18.65	19.38	20.11	20.92	21.76	01
02	13.75	14.42	15.12	15.80	16.48	17.19	17.91	18.66	19.39	20.16	20.92	21.76	22.63	02
03	14.30	15.00	15.73	16.43	17.14	17.88	18.63	19.40	20.17	20.96	21.76	22.63	23.54	03
04	15.01	15.75	16.51	17.25	18.00	18.78	19.56	20.37	21.18	22.01	22.85	23.76	24.72	04
05	15.76	16.54	17.34	18.12	18.90	19.72	20.53	21.39	22.24	23.11	23.99	24.95	25.96	05
06	16.55	17.37	18.21	19.03	19.85	20.71	21.56	22.46	23.35	24.27	25.19	26.20	27.26	06
07	17.38	18.24	19.12	19.98	20.84	21.75	22.64	23.58	24.51	25.48	26.46	27.51	28.62	07
08	18.25	19.15	20.07	20.98	21.88	22.84	23.78	24.77	25.73	26.75	27.78	28.89	30.05	08
09	19.05	19.99	20.95	21.90	22.84	23.84	24.83	25.86	26.86	27.93	29.00	30.16	31.37	09
10	19.89	20.87	21.87	22.86	23.84	24.89	25.92	27.00	28.04	29.16	30.28	31.49	32.75	10
31	13.75	14.42	15.12	15.80	16.48	17.19	17.91	18.66	19.39	20.16	20.92	21.76	22.63	31
32	14.30	15.00	15.73	16.43	17.14	17.88	18.63	19.40	20.17	20.96	21.76	22.63	23.54	32
33	15.01	15.75	16.51	17.25	18.00	18.78	19.56	20.37	21.18	22.01	22.85	23.76	24.72	33
34	15.76	16.54	17.34	18.12	18.90	19.72	20.53	21.39	22.24	23.11	23.99	24.95	25.96	34
35	16.55	17.37	18.21	19.03	19.85	20.71	21.56	22.46	23.35	24.27	25.19	26.20	27.26	35
36	17.38	18.24	19.12	19.98	20.84	21.75	22.64	23.58	24.51	25.48	26.46	27.51	28.62	36
37	18.25	19.15	20.07	20.98	21.88	22.84	23.78	24.77	25.73	26.75	27.78	28.89	30.05	37
38	19.05	19.99	20.95	21.90	22.84	23.84	24.83	25.86	26.86	27.93	29.00	30.16	31.37	38
39	19.89	20.87	21.87	22.86	23.84	24.89	25.92	27.00	28.04	29.16	30.28	31.49	32.75	39
40	20.77	21.79	22.83	23.87	24.89	25.99	27.06	28.19	29.27	30.44	31.61	32.88	34.19	40
61	14.30	15.00	15.73	16.43	17.14	17.88	18.63	19.40	20.17	20.96	21.76	22.63	23.54	61
62	15.01	15.75	16.51	17.25	18.00	18.78	19.56	20.37	21.18	22.01	22.85	23.76	24.72	62
63	15.76	16.54	17.34	18.12	18.90	19.72	20.53	21.39	22.24	23.11	23.99	24.95	25.96	63
64	16.55	17.37	18.21	19.03	19.85	20.71	21.56	22.46	23.35	24.27	25.19	26.20	27.26	64
65	17.38	18.24	19.12	19.98	20.84	21.75	22.64	23.58	24.51	25.48	26.46	27.51	28.62	65
66	18.25	19.15	20.07	20.98	21.88	22.84	23.78	24.77	25.73	26.75	27.78	28.89	30.05	66
67	19.05	19.99	20.95	21.90	22.84	23.84	24.83	25.86	26.86	27.93	29.00	30.16	31.37	67
68	19.89	20.87	21.87	22.86	23.84	24.89	25.92	27.00	28.04	29.16	30.28	31.49	32.75	68
69	20.77	21.79	22.83	23.87	24.89	25.99	27.06	28.19	29.27	30.44	31.61	32.88	34.19	69
70	21.68	22.75	23.83	24.92	25.99	27.13	28.25	29.43	30.56	31.78	33.00	34.33	35.69	70

Longevity Steps:

11 years = 0.65	21 years = 2.27	31 years = 3.88
13 years = 0.97	23 years = 2.59	33 years = 4.53
15 years = 1.29	25 years = 2.91	35 years = 5.18*
17 years = 1.62	27 years = 3.23	37 years = 5.83*
19 years = 1.94	29 years = 3.56	40 years = 6.48*

* Funding for the salary schedule and longevity steps 35, 37, and 40 will take effect on January 1, 2010 for twelve-month employees and on January 21, 2010 for ten-month employees.

APPENDIX B

FLEXIBLE BENEFITS PLAN

Medical, Dental, & Vision Deductions for Full-Time Employees

Effective 9/1/2009 - 8/31/2010

MEDICAL INSURANCE	Total Premium or Equivalent	Board Annual Share	Your Annual Share	Your bi-weekly Deduction *
<i>CareFirst BlueCross BlueShield Triple Choice/MPOS</i>				
Individual	\$ 6,552.96	5,897.76	\$ 655.20	\$ 32.76
Parent/Child	12,983.04	11,684.84	1,298.20	64.91
Two Adults	15,637.56	14,073.96	1,563.60	78.18
Family	17,630.88	15,867.88	1,763.00	88.15
<i>Kaiser Permanente HMO</i>				
Individual	\$ 5,629.56	5,066.76	\$ 562.80	\$ 28.14
Parent/Child(ren)	10,696.44	9,626.84	1,069.60	53.48
Two Adults	13,229.64	11,906.84	1,322.80	66.14
Family	16,888.68	15,199.88	1,688.80	84.44
<i>Keystone Health Plan HMO (PA residents only)</i>				
Individual	\$ 6,071.04	5,464.04	\$ 607.00	\$ 30.35
Parent/Child	11,838.60	10,654.80	1,183.80	59.19
Two Adults	13,357.08	12,021.48	1,335.60	66.78
Family	19,124.04	17,211.64	1,912.40	95.62
	Total Premium or Equivalent	Board Annual Share	Your Annual Share	Your bi-weekly Deduction *
DENTAL INSURANCE				
<i>CareFirst Regional Dental PPO</i>				
Individual	\$ 290.28	188.68	\$ 101.60	\$ 5.08
Parent/Child or Two Adults	628.80	408.60	220.20	11.01
Family	953.28	619.28	334.00	16.70
<i>CareFirst Regional Dental Traditional</i>				
Individual	\$ 328.92	188.72	\$ 140.20	\$ 7.01
Parent/Child or Two Adults	689.64	408.24	281.40	14.07
Family	1,158.24	619.04	539.20	26.96
<i>CIGNA Dental DHMO</i>				
Individual	\$ 376.56	188.76	\$ 187.80	\$ 9.39
Parent/Child(ren) or Two Adults	721.80	408.80	313.00	15.65
Family	1,085.16	619.76	465.40	23.27
	Total Premium or Equivalent	Board Annual Share	Your Annual Share	Your bi-weekly Deduction *
VISION INSURANCE				
<i>Vision Service Plan</i>				
Individual (Free if FTE is .5 or greater)	\$ 37.80	37.80	\$ -	\$ -
Family (includes Parent/Child and Two Adults)	144.96	37.96	107.00	5.35

*All employee benefits deductions are taken from 20 pay periods between September and June.

2009-2010

Supplement

to the

MASTER AGREEMENT

between the

Board of Education of Baltimore County

and the

**Council of Administrative and
Supervisory Employees
(CASE)**

**(THIS SUPPLEMENT INCLUDES NEGOTIATED REVISIONS TO THE MASTER AGREEMENT AND
REPLACES THE 2008-2009 SUPPLEMENT.)**

Definitions

Close Relative – Grandmother-in-law, grandfather-in-law, brother-in-law¹, sister-in-law¹, uncle by blood or marriage, aunt by blood or marriage, nephew or niece by blood or marriage, or first cousin.

Immediate Family – Father, mother, brother, sister, husband, wife, son, daughter, grandmother and grandfather by blood (not marriage), grandson, granddaughter, mother-in-law, father-in-law, daughter-in-law, son-in-law, equivalent step-family members, legal dependent of the employee, a person residing as a member of the household where the employee is making his/her home, or any other person so interpreted by the Manager, Office of Staff Relations.

¹Brother-in-law and sister-in-law are classified as immediate family for the purposes of bereavement leave.

Article II - Council Rights and Responsibilities

2.7 An official representative for CASE may attend any Board meeting and may offer comments at the appropriate time during the meeting. CASE will be able to access a copy of the agenda prior to each regular meeting of the Board and a copy of the approved minutes following each meeting through the school system's Web site.

Article IV - Professional Rights and Privileges

4.6 Upon request, each employee shall have the right to review, at a time mutually convenient for the employee and the appropriate administrator, the contents of his/her file in the central office, with the exception of any confidential references submitted as a part of the pre-hiring selection process. At the employee's request, a witness of his/her choice may accompany the employee in such a review. The review shall be made in the presence of the administrator responsible for the safekeeping of such files.

4.6.1 All items entered in the personnel file of a CASE member will be open to that member by appointment and available to no one else, except his/her superiors, others with a business need-to-know, and those responsible for keeping the files, without the member's written permission.

4.6.2 Material of a negative nature shall not be placed in an employee's file without his/her knowledge. Except for evaluation forms, material of a negative nature may be removed from the employee's file after five (5) years upon the employee's request and subject to the approval of the superintendent of schools or his/her designee.

4.6.3 Employee files maintained other than in the central file shall be available for review.

Article V - Negotiations Procedures

5.1 Designation of Negotiators

Prior to September 1 of each year, the Board and the Council 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 Council shall retain the right to replace the chairman or members of their teams at their individual discretion.

5.2 Proposals

Requests by the Council or the Board to amend the existing agreement must be submitted in writing no later than September 15 of each school year in which the contract expires.

5.3 Time Limit - Impasse

Negotiations on all items submitted must be completed by November 15, unless the impasse procedure provided in the negotiation law is used.

5.4 Ratification

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 November 15 (or the report of an impasse panel), the parties shall notify each other of the results of the voting.

Article VII - Evaluation

7.1 It is the Board's desire that each CASE member receive yearly feedback on work performance. The appraiser may choose to use the appraisal form and the procedures found in *Appraisal of School-Based Administrators*, the *Manual for the Evaluation of Instructional and Professional Support Personnel*, the *Evaluation of Professional Support Personnel*, or an appropriate alternative format such as narrative. A formal evaluation must include a specific rating. Informal feedback will not contain a summary rating.

7.2 When conducting a formal evaluation, the standard evaluation form or a mutually agreed alternative will provide an overall rating of "Satisfactory" or "Unsatisfactory".

7.3 If an area of an evaluation has been rated as "Needs Improvement", comments related to the area(s) needing improvement shall be included in, or attached to, the evaluation by the evaluator.

7.4 No member shall receive an overall rating of "Unsatisfactory" without having been given written suggestions for improvement, advance warning of an unsatisfactory rating, and having both the opportunity and sufficient time to address the areas of weakness. In any year in which an employee is not evaluated, it shall be assumed that the employee's performance is satisfactory.

7.5 Members shall be given the name and specific complaint of any person who complains about a member, within a reasonable period of time, if the complaint is to be given consideration in the member's evaluation or filed in the member's personnel file. The member shall be given the opportunity, in writing, to respond to a complaint. The response will be attached to the filed document and reviewed by the appropriate administrator. All such complaints shall be held confidential.

7.6 The member shall be given a copy of the completed written evaluation and will be given three (3) duty days to sign and return the evaluation. The member's signature indicates receipt of the evaluation, but not necessarily agreement with the evaluation.

7.7 A member may attach a written response to the evaluation.

7.8 Matters related to evaluation may be subject to the grievance process only for reasons of arbitrariness or failure to follow procedures.

Article IX – Absences and Leaves

9.6 Child Rearing Leave

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 (prior to the completion of the thirty-seventh (37th) 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).

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 following the birth or adoption of the child. Such leave becomes effective following the last day of employment.

When a child rearing leave is scheduled to terminate after a semester begins (September 1 or February 1) the Board or member will have the option of extending the leave to the beginning of the following semester.

The unused sick leave of a member who has been granted a child rearing leave of absence will be held in abeyance until such time as he/she returns to active service.

Article XI - Reimbursement

11.3 Transportation Reimbursement

Reimbursement will be made monthly and no less than quarterly. No reimbursement of less than fifteen dollars (\$15.00) will be paid to an employee for any period of time, except for the final reimbursement of the fiscal year, which may be submitted for less than fifteen dollars (\$15.00). Final reimbursement reports must be submitted by June 30 for ten (10) month employees, or within seven (7) days of the close of a fiscal year for all other employees in order to receive reimbursement.

Article XIV – Compensation

14.3 Doctorate Stipend

The Board will pay a one thousand dollar (\$1,000.00) stipend to CASE represented employees for the attainment of a Doctorate degree.

Memorandum of Understanding*

CASE and the Board agree to the provisions of a stipend program for a limited number of administrative teams at specific schools based on an analysis of z-scores. The stipends are subject to continued funding.

*** Funding for stipends based on Z-scores was not funded for the 2009-10 academic year.**

Appendix A-1

BALTIMORE COUNTY PUBLIC SCHOOLS

2009-2010 SALARY SCALE FOR EXEMPT TEN-MONTH ADMINISTRATIVE, EXECUTIVE, AND PROFESSIONAL EMPLOYEES

This scale becomes effective on January 21, 2010.

					GRADES					
STEP	01	02	03	04	05	06	07	08	09	10
01	24,607	26,074	27,630	29,277	31,027	32,877	34,842	36,922	39,130	41,469
02	25,095	26,592	28,179	29,861	31,643	33,534	35,534	37,658	39,910	42,294
03	25,594	27,121	28,739	30,454	32,272	34,201	36,245	38,410	40,706	43,138
04	26,103	27,660	29,310	31,061	32,916	34,882	36,966	39,174	41,516	43,998
05	26,623	28,210	29,895	31,678	33,571	35,576	37,701	39,954	42,345	44,874
06	27,152	28,772	30,490	32,310	34,240	36,285	38,454	40,752	43,187	45,769
07	27,691	29,345	31,096	32,952	34,921	37,006	39,219	41,563	44,047	46,682
08	28,243	29,929	31,715	33,609	35,616	37,744	40,000	42,392	44,925	47,611
09	28,804	30,526	32,346	34,279	36,325	38,496	40,797	43,237	45,821	48,564
10	29,377	31,132	32,990	34,962	37,049	39,265	41,611	44,096	46,736	49,530
11	29,963	31,752	33,647	35,656	37,788	40,045	42,441	44,977	47,666	50,520
12	30,560	32,382	34,317	36,367	38,539	40,844	43,285	45,873	48,617	51,526
13	31,166	33,028	35,000	37,091	39,308	41,660	44,149	46,787	49,588	52,553
14	31,787	33,687	35,698	37,829	40,092	42,487	45,027	47,720	50,574	53,600
15	32,420	34,356	36,410	38,584	40,890	43,333	45,925	48,672	51,584	54,669
16	33,066	35,039	37,134	39,352	41,704	44,198	46,841	49,643	52,613	55,759
17	33,723	35,739	37,875	40,138	42,536	45,078	47,776	50,632	53,660	56,872
18	34,397	36,451	38,629	40,935	43,383	45,978	48,729	51,644	54,732	58,006
19	35,085	37,180	39,402	41,754	44,251	46,898	49,704	52,677	55,827	59,166
20	35,787	37,924	40,189	42,589	45,135	47,835	50,697	53,731	56,943	60,349

Appendix A-2

BALTIMORE COUNTY PUBLIC SCHOOLS

2009-2010 SALARY SCALE FOR EXEMPT TWELVE-MONTH ADMINISTRATIVE, EXECUTIVE, AND PROFESSIONAL EMPLOYEES

This scale becomes effective on January 1, 2010.

STEP	GRADES															
	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16
01	47,626	50,472	53,490	56,688	60,080	63,672	67,483	71,521	75,801	80,341	85,151	90,249	95,653	101,391	107,475	113,924
02	48,574	51,477	54,556	57,820	61,280	64,943	68,830	72,948	77,316	81,943	86,851	92,051	97,565	103,419	109,623	116,201
03	49,542	52,506	55,643	58,971	62,498	66,239	70,203	74,405	78,859	83,579	88,582	93,887	99,510	105,481	111,810	118,519
04	50,529	53,549	56,753	60,146	63,745	67,562	71,603	75,890	80,431	85,247	90,351	95,761	101,497	107,588	114,042	120,885
05	51,536	54,619	57,885	61,345	65,017	68,907	73,031	77,402	82,035	86,949	92,156	97,675	103,525	109,736	116,320	123,300
06	52,563	55,704	59,038	62,569	66,315	70,280	74,489	78,949	83,674	88,683	93,995	99,623	105,591	111,927	118,642	125,761
07	53,612	56,818	60,215	63,817	67,637	71,684	75,976	80,523	85,343	90,455	95,871	101,613	107,699	114,160	121,011	128,271
08	54,681	57,950	61,416	65,090	68,987	73,116	77,491	82,129	87,047	92,260	97,785	103,641	109,849	116,440	123,426	130,832
09	55,769	59,108	62,641	66,389	70,363	74,574	79,037	83,770	88,786	94,100	99,737	105,710	112,043	118,766	125,891	133,445
10	56,881	60,284	63,890	67,713	71,764	76,061	80,614	85,442	90,558	95,981	101,728	107,820	114,279	121,135	128,404	136,108
11	58,017	61,486	65,164	69,063	73,197	77,578	82,223	87,147	92,365	97,896	103,761	109,975	116,562	123,556	130,969	138,827
12	59,171	62,713	66,464	70,442	74,658	79,127	83,863	88,884	94,208	99,850	105,830	112,169	118,889	126,022	133,584	141,598
13	60,352	63,964	67,789	71,847	76,147	80,705	85,539	90,661	96,088	101,843	107,944	114,409	121,265	128,540	136,253	144,428
14	61,557	65,239	69,143	73,280	77,667	82,316	87,247	92,469	98,007	103,877	110,100	116,695	123,685	131,106	138,973	147,310
15	62,784	66,541	70,523	74,741	79,218	83,960	88,986	94,315	99,964	105,950	112,297	119,024	126,156	133,725	141,748	150,253
16	64,036	67,867	71,928	76,234	80,800	85,633	90,764	96,196	101,959	108,068	114,541	121,402	128,676	136,396	144,581	153,255
17	65,316	69,224	73,368	77,758	82,416	87,346	92,579	98,121	103,998	110,229	116,832	123,830	131,250	139,125	147,472	156,320
18	66,622	70,608	74,834	79,313	84,064	89,093	94,431	100,082	106,078	112,434	119,169	126,307	133,875	141,908	150,421	159,446
19	67,954	72,020	76,331	80,899	85,745	90,875	96,320	102,084	108,200	114,683	121,552	128,833	136,553	144,746	153,429	162,635
20	69,313	73,460	77,858	82,517	87,460	92,693	98,246	104,126	110,364	116,977	123,983	131,410	139,284	147,641	156,498	165,888

Appendix B

FLEXIBLE BENEFITS PLAN

Medical, Dental, & Vision Deductions for Full-Time Employees

Effective 9/1/2009 - 8/31/2010

MEDICAL INSURANCE	Total Premium or Equivalent	Board Annual Share	Your Annual Share	Your bi-weekly Deduction *
<i>CareFirst BlueCross BlueShield Triple Choice/MPOS</i>				
Individual	\$ 6,552.96	5,897.76	\$ 655.20	\$ 32.76
Parent/Child	12,983.04	11,684.84	1,298.20	64.91
Two Adults	15,637.56	14,073.96	1,563.60	78.18
Family	17,630.88	15,867.88	1,763.00	88.15
<i>Kaiser Permanente HMO</i>				
Individual	\$ 5,629.56	5,066.76	\$ 562.80	\$ 28.14
Parent/Child(ren)	10,696.44	9,626.84	1,069.60	53.48
Two Adults	13,229.64	11,906.84	1,322.80	66.14
Family	16,888.68	15,199.88	1,688.80	84.44
<i>Keystone Health Plan HMO (PA residents only)</i>				
Individual	\$ 6,071.04	5,464.04	\$ 607.00	\$ 30.35
Parent/Child	11,838.60	10,654.80	1,183.80	59.19
Two Adults	13,357.08	12,021.48	1,335.60	66.78
Family	19,124.04	17,211.64	1,912.40	95.62
DENTAL INSURANCE	Total Premium or Equivalent	Board Annual Share	Your Annual Share	Your bi-weekly Deduction *
<i>CareFirst Regional Dental PPO</i>				
Individual	\$ 290.28	188.68	\$ 101.60	\$ 5.08
Parent/Child or Two Adults	628.80	408.60	220.20	11.01
Family	953.28	619.28	334.00	16.70
<i>CareFirst Regional Dental Traditional</i>				
Individual	\$ 328.92	188.72	\$ 140.20	\$ 7.01
Parent/Child or Two Adults	689.64	408.24	281.40	14.07
Family	1,158.24	619.04	539.20	26.96
<i>CIGNA Dental DHMO</i>				
Individual	\$ 376.56	188.76	\$ 187.80	\$ 9.39
Parent/Child(ren) or Two Adults	721.80	408.80	313.00	15.65
Family	1,085.16	619.76	465.40	23.27
VISION INSURANCE	Total Premium or Equivalent	Board Annual Share	Your Annual Share	Your bi-weekly Deduction *
<i>Vision Service Plan</i>				
Individual (Free if FTE is .5 or greater)	\$ 37.80	37.80	\$ -	\$ -
Family (includes Parent/Child and Two Adults)	144.96	37.96	107.00	5.35

*All employee benefits deductions are taken from 20 pay periods between September and June.

APPENDIX D*
CASE Bargaining Unit Represented Classes
(For Information Only - These classes are not negotiable.)

Grade 01 – Ten-month scale
MANAGER I-CAFETERIA

Grade 02
MANAGER II-CAFETERIA

Grade 03
MANAGER III-CAFETERIA

Grade 04
MANAGER IV-CAFETERIA

Grade 01 – Twelve-month scale
ANALYST, CONTRACT MAINTENANCE
CERTIFICATION ANALYST
INSPECTOR, CHIEF
NETWORK REP I, FOOD SERVICES
NETWORK TECH I
SUPERVISOR I, INVENTORY
SUPERVISOR, SHOP/DISTRIBUTION
SUPERVISOR, SHOP/GEN MAINTENANCE
TV PRODUCER I

Grade 02
ACCOUNTANT I
ANALYST I, FISCAL
ANALYST I, PERSONNEL
ANALYST I, PROGRAMMER
ASST, TRANS/SPEC ED
AUDITOR I
DESIGNER, MECH ENGINEERING
DESIGNER, SR-ENGINEERING
FIELD REP, FOOD SERVICES
SUPERVISOR, SHOP/TRANSPORTATION
VENDING REP, FOOD SERVICES

Grade 03
ENGINEER, PROJECT
FIELD REP, BLDG AUTOMATION
FIELD REP, BUILDING SERVICES
FIELD REP, CONSTRUCTION
FIELD REP, CONTRACT MAINTENANCE
FIELD REP, ELECTRICAL
FIELD REP, ELECTRONICS

Grade 03 (continued)
FIELD REP, FIRE ALARMS
FIELD REP, FLOOR/CEILING
FIELD REP, GEN MAINTENANCE
FIELD REP, GROUNDS
FIELD REP, GROUNDS/EQUIPMENT
FIELD REP, INSPECT CODE ENFORCEMENT
FIELD REP, MECHANICAL
FIELD REP, PAINT/GLAZE
FIELD REP, PLUMBING
FIELD REP, SAFETY & SECURITY
FIELD REP, UTILITY
MINORITY BUSINESS OFFICER
SECURITY PATROL SUPERVISOR
SPECIALIST, ENVIRONMENT
STUDENT SERVICE LEARNING ASST
TECHNICAL TRAINER
WELLNESS REPRESENTATIVE

Grade 04
ANALYST I, SYSTEM
ASSOCIATE TV PRODUCER
COMMUNICATIONS SPECIALIST I
FIELD REP, LOSS CONROL
GRAPHIC DESIGNER
PROGRAM DEVELOP, FOOD SERVICES
PURCHASING AGENT I
SUPERVISOR, MAINT CUSTOMER SERVICES
SUPERVISOR, PC/OPERATIONS
SUPERVISOR, OPER/DISTRIBUTION
SUPERVISOR, TRANS/MAINTENANCE
WEB DEVELOPER

Grade 05
ACCOUNTANT II
ANALYST II, FISCAL
ANALYST II, PERSONNEL
ANALYST II, PROGRAMMER
ANALYST, PLANNING
ANALYST, RISK MANAGEMENT
AUDITOR II
AUTISM WAIVER FACILITATOR
COMMUNICATIONS SPECIALIST I
ENGINEER, CIVIL
ENGINEER, ELECTRICAL

Grade 05 (continued)

FACILITIES ASSISTANT
 FIELD ASST-FOOD SERVICES
 HR INVESTIGATIONS ANALYST
 NETWORK TECH II
 NURSE CASE MANAGER
 PROF DEVELOPMENT TECH TRAINER
 SUPERVISOR, REPAIR SHOP
 SUPERVISOR I, FISCAL
 SUPERVISOR, LOSS CONTROL
 SUPERVISOR, ROOFING/RELOCATABLE
 SUPERVISOR, CONTRACT MAINTENANCE
 TPB FACILITATOR
 TV PRODUCER II

Grade 06

ANALYST, TRANS/MANAGEMENT
 AREA SUPPORT REP
 AREA TEAM LEADER, TECHNOLOGY
 DATA ANALYST
 INDUSTRIAL HYGIENIST I
 NETWORK ADMINISTRATOR
 PROF DEVELOPMENT TECH TRAINER
 SPEC ASST, CONSTRUCT CONTRACTS
 SPECIAL ASST, COMPREHENSIVE MAINTENANCE
 SPECIALIST, DATA
 SPECIALIST, GRANTS WRITING
 SUPERVISOR, OFFICE OF GROUNDS
 SUPERVISOR, DISTRIBUTION CENTER
 TV VIDEO DIRECTOR
 ACCOUNTANT III

Grade 07

ANALYST III, FISCAL
 ARCHITECT
 AREA ASST, FOOD SERVICES
 AUDITOR III
 ENGINEER, SR/PROJECT
 FACILITATOR, HR
 INDUSTRIAL HYGIENIST II
 INTERNAL EVALUATOR
 NETWORK TECH III
 PROJECT ENGINEER, MECHANICAL
 PURCHASING AGENT II
 SPECIALIST, EMPLOYEE ASST PROG
 SPECIALIST, HRIS
 SPECIALIST, INFO TECH SECURITY
 SPECIALIST, CLASSIFICATION
 SPECIALIST, CONSTRUCTION

Grade 07 (continued)

SPECIALIST, RECRUITMENT
 SUPERVISOR, CIVIL ENGINEERING
 SUPERVISOR II, FISCAL
 SUPERVISOR, COPY & PRINT
 SUPERVISOR, SPECIAL PROJECTS
 SUPERVISOR, TRANS/FLEET
 SYSTEM ENGINEER/NETWORK SERVICES
 TV PRODUCER III
 TV PRODUCER-DIRECTOR
 WEB MASTER

Grade 08

ADMINISTRATOR, PROJECTS
 AMS SYSTEMS ADMINISTRATOR
 COMMUNICATIONS OFFICER
 COMPLIANCE COORDINATOR
 FISCAL OFFICER
 NETWORK SERVICES SUPERVISOR
 PUPIL PERSONNEL WORKER
 SPECIALIST (C&I)
 SPECIALIST, TECH DATABASE
 SPECIALIST, TECHNICAL SYSTEMS
 SPECIAL ASST, CONTRACT MAINTENANCE
 SPECIAL ASST, EXEC DIRECTOR
 SUPERVISOR III, FISCAL
 SUPERVISOR, ARCHITECT
 SUPERVISOR, ENGINEER/STRUCTURE
 SUPERVISOR, ENVIRONMENTAL SERVICES
 SUPERVISOR, FOOD SERV/NETWORK
 SUPERVISOR, FOOD SERV/SUPPLY
 SUPERVISOR, SR OPER/FOOD SERVICES
 SUPERVISOR, SR OPER/TRANSPORTATION
 SUPERVISOR, SR OPS/BLDG SERVICES
 SUPERVISOR, SR OPS/ELECTRICAL
 SUPERVISOR, SR OPS/GEN MAINTENANCE
 SUPERVISOR, SR OPS/MAINT CUST SERVICE
 SUPERVISOR, SR OPS/MECHANICAL
 SUPERVISOR, SR OPS/ROOF-RELOCATABLE
 SUPERVISOR, SR OPS/CONTRACT MAINTENANCE
 SUPERVISOR, SR OPS/INSPCT-CODE ENFORCEMENT

Grade 09

ANALYST III, PROGRAMMER
 AUDITOR IV
 EEO OFFICER
 ENGINEERING, HEAD

Grade 09 (continued)

ENTERPRISE SYSTEMS ENGINEER
INVESTIGATE/REC MNGMT OFFICER
MANAGER, DISTRIBUTION
MANAGER, ED CHANNEL
MANAGER, EMPLOYEE BENEFIT
MANAGER, FACILITIES GROUNDS
MANAGER, IT BUSINESS
PAYROLL SUPERVISOR
PERSONNEL OFFICER
POSITION MANAGEMENT OFFICER
SPEC ASSIST, ENERGY MANAGEMENT
SPECIAL ASST, EDUC PLAN
THIRD PARTY SUPERVISOR

Grade 10

ASST ADMIN,ENGINEER/CONSTRUCTION
ASSISTANT PRINCIPAL (Elementary)
SUPERINTENDENT'S DESIGNEE
SUPERVISOR (C&I)

Grade 11

ADMIN, MAINTENANCE & GROUNDS
ASSISTANT PRINCIPAL (Middle)
ADMINISTRATOR, CAP/ENGINEERING
ADMINISTRATOR, OPERATIONS
ADMINISTRATOR, PAYROLL
ADMINISTRATOR, PLANNING
APPEALS & MITIGATION OFFICER
COORDINATOR (C&I)
MANAGER, ADMINSTRATIVE SUPPORT
MANAGER, COMPUTR NETWORK SUPPORT
MANAGER, CUSTOMER SUPPORT
MANAGER, FACILITIES MAINTENANCE
MANAGER, FISCAL SERVICES
MANAGER, INFO MANAGEMENT
MANAGER, PERSONNEL SERVICES
MANAGER, PURCHASING
MANAGER, RISK
MANAGER. STUDENT DATA
PERSNL OFFICER, SUPPORT SERVICES

Grade 12

ASSISTANT PRINCIPAL (High)

Grade 13

PRINCIPAL (Elementary)

Grade 14

PRINCIPAL (Middle)

Grade 15

PRINCIPAL (High)

Grade 16

VACANT

*** Changes occur when new scale is implemented.**

2009-2010

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.)**

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 Negotiations on all items submitted must be completed by November 30 unless the impasse procedure provided in the negotiation 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 XII – Absences and Leaves

Child Rearing Leave

12.7.1 Requests 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 (37th) 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).

(NO CHANGES FOR SECTIONS 12.7 and 12.7.2 through 12.7.7.)

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 XVI - Professional Compensation and Teacher Responsibilities

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

2009-2010

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	\$2,863*

Workshops

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

09-10 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:

09-10 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.

*** Funding for these increased rates becomes available on January 21, 2010.**

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 09-10 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 Area Assistant Superintendent shall approve all compensation for extra duty.

16.10.4 The Area 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.

* **Funding for these increased rates becomes available on January 21, 2010.**

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).

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM EXPIRES ON SEPTEMBER 30, 2009, UNLESS BOTH PARTIES AGREE TO RENEW OR MODIFY IT.

Representatives of TABCO and the Board of Education agree to participate in a study committee that will examine the topics of:

- the duties, responsibilities, and compensation of middle and high school department chairpersons
- the creation of elementary school level chairpersons.

Recommendations from this committee will be presented to the TABCO Board of Directors and to the Superintendent no later than September 30, 2009.

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM EXPIRES ON JUNE 30, 2010, UNLESS BOTH PARTIES AGREE TO RENEW OR MODIFY IT.

Representatives of TABCO and the Board of Education agree to participate in a study committee that will examine the topics of:

- extended school day
- teacher workload
- compensation related to the items above.

Recommendations from this study committee will be presented to the TABCO Board of Directors and to the Superintendent no later than June 30, 2010.

APPENDIX A

BALTIMORE COUNTY PUBLIC SCHOOLS

2009-2010 Salary Scale for 10-Month Teachers

Effective July 1, 2009

Step	BA	MA	MA30	MA60	DOC	Step
01	42,000	43,264	45,344	46,540	47,580	01
02	42,328	43,913	46,024	47,238	48,293	02
03	43,068	44,571	46,715	47,947	49,018	03
04	43,822	45,351	47,532	48,785	49,876	04
05	44,589	46,145	48,364	49,639	50,749	05
06	45,258	47,299	49,573	50,881	52,018	06
07	45,937	48,277	51,060	52,407	53,578	07
08	46,626	49,899	52,780	54,184	55,186	08
09	47,325	51,688	54,782	56,186	56,978	09
10	48,036	53,508	56,784	58,162	58,973	10
11		55,536	58,786	60,216	61,038	11
12		57,200	60,762	62,192	63,174	12
13		59,072	62,738	64,168	65,385	13
14		60,944	64,792	66,194	67,673	14
15						15
16		63,128	67,106	68,511	70,042	16
17						17
18						18
19		65,520	69,550	70,908	72,493	19
20						20
21						21
22		68,016	72,020	73,424	75,030	22
23						23
24		70,408	74,672	76,050	77,657	24
25						25
26		73,060	77,428	78,884	80,762	26

APPENDIX A

BALTIMORE COUNTY PUBLIC SCHOOLS

2009-2010 Salary Scale for Ten-Month Teachers

Effective January 21, 2010

Step	BA	MA	MA30	MA60	DOC	Step
01	43,000	44,014	46,094	47,290	48,330	01
02	43,335	44,674	46,785	47,999	49,055	02
03	43,985	45,456	47,604	48,839	49,913	03
04	44,755	46,251	48,437	49,694	50,787	04
05	45,538	47,061	49,285	50,564	51,676	05
06	46,221	48,237	50,517	51,828	52,968	06
07	46,915	49,685	52,033	53,383	54,557	07
08	47,619	51,374	53,802	55,198	56,412	08
09	48,333	53,172	55,685	57,130	58,386	09
10	49,058	55,033	57,634	59,129	60,429	10
11		56,959	59,651	61,199	62,544	11
12		58,810	61,589	63,188	64,577	12
13		60,722	63,591	65,241	66,676	13
14		62,695	65,658	67,361	68,843	14
15		63,792	66,807	68,540	70,048	15
16		64,909	67,976	69,740	71,273	16
17		66,044	69,166	70,960	72,521	17
18		67,200	70,376	72,202	73,790	18
19		68,376	71,608	73,466	75,081	19
20		69,573	72,861	74,751	76,395	20
21		70,616	73,954	75,872	77,541	21
22		71,676	75,063	77,011	78,704	22
23		72,751	76,189	78,166	79,885	23
24		73,842	77,332	79,338	81,083	24
25		74,950	78,492	80,528	82,299	25
26		76,074	79,669	81,736	83,534	26
27*		77,595	81,262	83,371	85,204	27
28*		79,147	82,887	85,038	86,908	28
29*		80,730	84,545	86,739	88,646	29
30*		82,344	86,236	88,474	90,419	30
<p>*All employees on Step 26 at the end of the 2008-09 school year will advance to Step 27 on January 21, 2010. The same employees will advance to Step 28 in 2010-11, Step 29 in 2011-12, and Step 30 in 2012-13, if funded.</p>						

APPENDIX B

FLEXIBLE BENEFITS PLAN

Medical, Dental, & Vision Deductions for Full-Time Employees

Effective 9/1/2009 - 8/31/2010

MEDICAL INSURANCE	Total Premium or Equivalent	Board Annual Share	Your Annual Share	Your bi-weekly Deduction *
<i>CareFirst BlueCross BlueShield Triple Choice/MPOS</i>				
Individual	\$ 6,552.96	5,897.76	\$ 655.20	\$ 32.76
Parent/Child	12,983.04	11,684.84	1,298.20	64.91
Two Adults	15,637.56	14,073.96	1,563.60	78.18
Family	17,630.88	15,867.88	1,763.00	88.15
<i>Kaiser Permanente HMO</i>				
Individual	\$ 5,629.56	5,066.76	\$ 562.80	\$ 28.14
Parent/Child(ren)	10,696.44	9,626.84	1,069.60	53.48
Two Adults	13,229.64	11,906.84	1,322.80	66.14
Family	16,888.68	15,199.88	1,688.80	84.44
<i>Keystone Health Plan HMO (PA residents only)</i>				
Individual	\$ 6,071.04	5,464.04	\$ 607.00	\$ 30.35
Parent/Child	11,838.60	10,654.80	1,183.80	59.19
Two Adults	13,357.08	12,021.48	1,335.60	66.78
Family	19,124.04	17,211.64	1,912.40	95.62
DENTAL INSURANCE	Total Premium or Equivalent	Board Annual Share	Your Annual Share	Your bi-weekly Deduction *
<i>CareFirst Regional Dental PPO</i>				
Individual	\$ 290.28	188.68	\$ 101.60	\$ 5.08
Parent/Child or Two Adults	628.80	408.60	220.20	11.01
Family	953.28	619.28	334.00	16.70
<i>CareFirst Regional Dental Traditional</i>				
Individual	\$ 328.92	188.72	\$ 140.20	\$ 7.01
Parent/Child or Two Adults	689.64	408.24	281.40	14.07
Family	1,158.24	619.04	539.20	26.96
<i>CIGNA Dental DHMO</i>				
Individual	\$ 376.56	188.76	\$ 187.80	\$ 9.39
Parent/Child(ren) or Two Adults	721.80	408.80	313.00	15.65
Family	1,085.16	619.76	465.40	23.27
VISION INSURANCE	Total Premium or Equivalent	Board Annual Share	Your Annual Share	Your bi-weekly Deduction *
<i>Vision Service Plan</i>				
Individual (Free if FTE is .5 or greater)	\$ 37.80	37.80	\$ -	\$ -
Family (includes Parent/Child and Two Adults)	144.96	37.96	107.00	5.35

*All employee benefits deductions are taken from 20 pay periods between September and June.

APPENDIX D EXTRA COMPENSATION

Effective July 1, 2009

(The new rates, in parentheses, will become effective on January 21, 2010.)

STUDENT ACTIVITIES

\$904 (\$936)

Black Saga
Chess
Class Advisor -- Freshman
Class Advisor -- Sophomore
DestiNation ImagiNation **
Drama -- Middle School
Future Educators' Association
National Honor Societies++
Health Occupation Students
of America
Instrumental Music***++
It's Academic
Key Club, Rotoract, etc.
Literary Magazine
Math Counts
Math 24 Challenge
Math, Engineering , and Science
Achievement
Mock Trial
Quiz Bowl
School Store
Student Council -- Middle School
Student Service Learning**
Students Against Destructive Decisions

\$1,809 (\$1872)

Class Advisor -- Junior
Class Advisor -- Senior
Dance**
DestiNation ImagiNation**
Distributive Education Clubs
of America
Drama -- Secondary
Drama -- Technical Theatre
Forensics**
Future Business Leaders
of America
Intramurals
Instrumental Music***++
Newspaper**
Scholastic Aptitude Test
Coordinator
SkillsUSA
Student Service Learning**
Supervised Occupational
Exploration Program
Vocal Music
Yearbook

\$2,193 (\$2,270)

Dance**
Forensics**
Instrumental Music ***++
Junior Reserve Officer
Training Corps**
Newspaper**
Student Council --
High School

\$2,710 (\$2,805)

Dance**
Forensics**
Future Farmers of
America
Instrumental Music ***++
Junior Reserve Officer
Training Corps**
Newspaper**

OTHER ACTIVITIES

\$904 (\$936)

Elementary School Assessment Liaison
Science Fair Coordinator
Science, Technology, Engineering, and Math
Fair Coordinator
Technology Liaison**

\$2,193 (\$2,270)

Advancement Via Individual Determination
Coordinator***++
Technology Liaison**

\$1,809 (\$1,872)

Multimedia Coordinator
Science Fair Coordinator
Science, Technology, Engineering, and Math
Fair Coordinator
Technology Liaison**

\$2,710 (\$2,805)

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, 2009

(The new rates, in parentheses, will become effective on January 21, 2010.)

INTERSCHOLASTICS -- Varsity Head Coach*

\$1,809 (\$1,872)	\$2,710 (\$2,805)	\$3,097 (\$3,205)
Allied Sports (per season)	Field Hockey	Volleyball
Cheerleading (Spring)	Soccer	
Middle School Coaches	Cheerleading (Winter)	\$3,356 (\$3,473)
	Baseball	Indoor Track
	Lacrosse	
\$2,193 (\$2,270)	Softball	\$4,130 (\$4,275)
Badminton	Tennis	Basketball
Cheerleading (Fall)	Track & Field	Wrestling
Cross Country	Certified Athletic	
Golf	Trainer (per season)	\$4,647 (\$4,810)
	Athletic Directors	Football
	(per season)	

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