

MASTER AGREEMENT REFERENCES

18.4.1

Office Professionals Office professionals shall receive a biweekly increase equal to one (1) step of their salary schedule for thirty (30) credit hours of college work accepted as being work-related. Fifteen (15) of these credit hours may be earned in Baltimore County approved in-service programs. Such employees shall be entitled to an additional pay increase equal to one (1) step of their salary for an additional thirty (30) credit hours of college work accepted as work-related. Up to fifteen (15) credit hours of Baltimore County approved in-service credit may be used to meet the requirement of the additional thirty (30) hours.

18.4.2

18.4.2 Paraeducators Paraeducators may use up to fifteen (15) credit hours of Baltimore County approved in-service credit to meet the requirement of the additional thirty (30), sixty (60), and ninety (90) credits.

Article 21 Year 1 of the Agreement

Effective July 1, 2024 (FY25), the value of all ESPBC represented scales shall be increased by a three percent (3%) COLA. In addition, the value of the longevity scale shall be increased by a three percent (3%) COLA. Related provisions as stipulated throughout the Agreement will also be increased by a three percent (3%) COLA. The scale will be modified to include the addition of high school diploma +90 credits & bachelor's degree, but not effective until FY26.

Year 2 of the Agreement

Effective July 1, 2025 (FY26), the longevity scale shall be increased by a one percent (1%) COLA. Related provisions as stipulated throughout the Agreement will also be increased by a one percent (1%) COLA. Effective July 1, 2025 (FY26), all ESPBC represented employees shall advance one step on their pay scale. The high school diploma +90 credits portion of the

Year 3 of the Agreement

Year 3 of the Agreement:

Effective July 1, 2026 (FY27), the longevity scale shall be increased by a one percent (1%) COLA. Related provisions as stipulated throughout the Agreement will also be increased by a one percent (1%) COLA. The scales will be modified to include the addition of 2 steps and the deletion of 2 steps.

ESPBC represented employees will move back 1 step on their respective scale. The bachelor's degree portion of the scale will be effective.