



**NOTICE OF DETERMINATION THAT AN IMPASSE IN NEGOTIATIONS
HAS BEEN REACHED
(Pursuant to Education Article, Title 6, Subtitle 4, Section 6-408(e)(1) or
Subtitle 5, Section 6-510(e)(1))**

Pursuant to the Request filed by the public school employer [] and /or the employee organization [XX], the Public School Labor Relations Board (PSLRB) has determined from the facts that an impasse has been reached in negotiations between:

Anne Arundel County Public Schools

Public School Employer

and

Secretaries and Assistants Association of Anne Arundel County

Employee Organization

This determination was made by the PSLRB on August 18, 2016

1. An impasse in negotiations has been reached as to the following matters (Matters in Dispute):

- Article 1.1 Definition of Terms
- Article 2.1 Definitions
- Article 2.4 Grievance Procedure
- Article 3.13 Bargaining Unit Composition
- Article 4.2 Hours
- Article 4.9 Substitute Teacher Pay
- Article 4.10 Work Beyond Regularly Scheduled Hours, Work Over 40 Hours, and Compensatory Time
- Article 4.14 Health and Safety
- Article 5.9 Payroll Deduction for Tax Deferred Supplemental Retirement
- Article 5.14 Electronic Surveillance
- Article 6.1 Probation
- Article 6.4 Involuntary Transfers or Reassignment
- Article 6.7 Notification of Teacher Assistant and Permanent Substitute Assignment
- Article 6.9 Reclassification

Article 7.1	Posting of Vacancies
Article 7.2	Qualification (Promotions)
Article 7.3	Temporary Assignment
Article 7.4	Placement on Salary Schedule
Article 8.1	Evaluation Procedures
Article 9.1	Annual Leave Allowance
Article 9.6	Sick Leave Bank
Article 9.7	Assault Leave
Article 10.2	Normal Use of Annual Leave
Article 11.6	Leave of Absence Without Pay
Article 11.11	Personal Business (listed as Article 11.9 by AACPS)
Article 12	Job Descriptions
Article 13	Holidays
Article 17	Bargaining Unit Work
Appendix A	Salary Schedules

2. (a) Within ten (10) calendar days after the Determination Date, the public employer and the employee organization each shall file with the PSLRB its “last and best offer” as to each of the Matters in Dispute. Said filing shall be sent to Erica L. Snipes, Executive Director of the PSLRB, and a copy shall simultaneously be served on the other party. Filing and service must be in person or by U.S. mail, return receipt requested. A party’s “last and best offer” as to a particular Matter in Dispute shall be the offer that it made to the other party with regard to that Matter immediately before a Request for a determination that an impasse had been reached was filed with the PSLRB.
- (b) Within five (5) calendar days after the Determination Date, the public school employer and the employee organization shall “select a mediator” in accordance with the selection process set forth in Title 6, Subtitle 4, Section 6-408(e) or Subtitle 5, Section 6-510(e). (The relevant statutory sections are attached hereto). The term “select a mediator” means that the parties have begun the selection process.
- (c) Within fourteen (14) calendar days after the Determination Date, the public school employer and the employee organization shall “commence mediation.” The term “commence mediation” means that the parties have selected a mediator, and that he or she has agreed to serve.
- (d) The public employer and the employee organization each or jointly shall notify the Executive Director of the PSLRB (by e-mail or in other written form) promptly after each of the deadlines set forth in sections (a), (b) and (c) above have been met.

BY ORDER OF THE PUBLIC SCHOOL LABOR RELATIONS BOARD



Elizabeth M. Morgan, Chairman

Date: August 18, 2016