



**NOTICE OF DETERMINATION THAT AN IMPASSE IN NEGOTIATIONS
HAS NOT 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 NOT been reached in negotiations between:

Howard County Public School System

Public school Employer

and

Howard County Education Association

Employee Organization

This determination was made by the PSLRB on April 17, 2018.

1. The parties shall engage in further negotiations in an effort to reach agreement as to the following matters (Matters in Dispute):
 - a. Limit of Duties: HCEA proposal for guidance counselors to spend significant part of their work hours performing their primary duties.
 - b. Association Rights and Privileges: The board's proposal to restrict the union ability to communicate with members.
 - c. Association Rights and Privileges: The Board's proposal to restrict the union use of Association leave days.
 - d. Sick and Bereavement Leave: The Board's proposal to restrict the use of bereavement leave.
 - e. Working Hours and Workload: HCEA proposal on the use of Program Implementation Period.
 - f. Working Hours and Workload: HCEA proposal to provide 7 half days to relieve teachers on workload.
 - g. Working Hours and Workload: HCEA proposal to add additional professional day to the calendar to relieve teachers' workload.
 - h. Health Benefits: The Boards' proposal to change plan design including, co-pays, deductibles and out-of-pocket maximum, elimination of benefits credit and establishment of Benefits Advisory Committee.
 - i. HCEA proposal for step increase and 1% COLA.

2. The negotiations shall continue until agreement has been reached as to all of the Matters in Dispute or until further Order of the PSLRB.

3. Within five (5) calendar days after the Determination Date and within five (5) calendar day intervals thereafter, 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) of the status of the negotiations. Such notice shall include a list of the matters that remain in dispute, the date and length of each negotiation session that has taken place during the five-day period, the names and positions of the attendees at each of the negotiation sessions, and any other information that is deemed relevant to the PSLRB.

BY ORDER OF THE PUBLIC SCHOOL LABOR RELATIONS BOARD

A handwritten signature in blue ink, appearing to read "Elizabeth M. Morgan", with a long, sweeping flourish extending to the right.

Elizabeth M. Morgan, Chair

Date: April 17, 2018