



**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 [Calvert County Public Schools] and /or the employee organization [Calvert Education Association], the Public School Labor Relations Board (PSLRB) has determined from the facts that an impasse has been reached in negotiations between:

Calvert County Public Schools,
Public School Employer

and

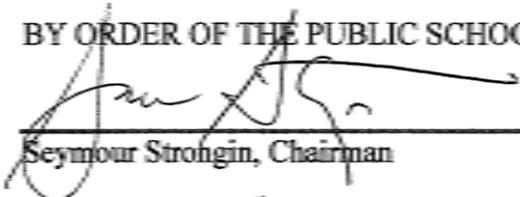
Calvert Education Association,
Employee Organization representing Certificated Unit

This determination was made by the PSLRB on November 9, 2011.

1. An impasse in negotiations has been reached as to the following matters (Matters in Dispute):
 - Personal leave days provided for tenured teachers with 10 or more years of experience.
 - Language regarding salary step placement for teachers who have been RIF'd and then rehired.
 - Language regarding application of operating funds that may become available to the school system in excess of that necessary to support programs and service deemed by the Superintendent as essential to the operation of the system.
 - Language, or lack of language, regarding what happens if any other bargaining unit in the Calvert County Public Schools negotiates, is granted, or is provided, a higher COLA, a step increment, or any other increase in employee benefits or salary than the CEA unit.

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



Seymour Strongin, Chairman

Date: November 10, 2011