



**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 May 4, 2012.

1. The parties shall engage in further negotiations in an effort to reach agreement as to the following matters (Matters in Dispute):

Article 18, Working Hours & Work Load: F.1. p. 26; F.2, p. 26; K., p. 27

Article 20, Salary Schedules, Interscholastic Athletics Coaches/Advisors' Stipends: p. 36

Article 20, Salary Schedules: notes(6), p. 32, notes (after C), p. 34, p. 30-33

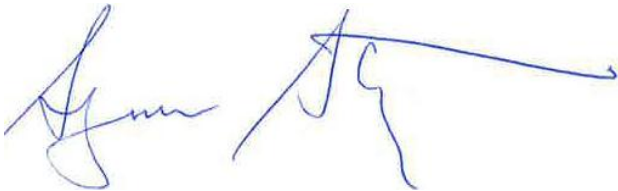
Article 10, Protection of Teachers

**Please note that the Request for Determination of Impasse filed by HCEA gives status of negotiations on the above items based on a date of March 8, 2012. We understand that additional proposals have been made which require response(s).

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 'Seymour Strongin', is written over a horizontal line.

Seymour Strongin, Chairman

Date: May 4, 2012