STATE OF MARYLAND
PUBLIC SCHOOL LABOR RELATIONS BOARD

IN THE MATTER OF:

HOWARD COUNTY EDUCATION ASSOCIATION – EDUCATIONAL SUPPORT PROFESSIONALS (ESP)	*	PSLRB Case No. N-12-01
Requesting Party,	*	
and	*	
BOARD OF EDUCATION OF HOWARD COUNTY	*	
Public School Employer.	*	

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DECISION

Based upon the clear and unambiguous language of the 2009 amendment to Sec. 6-510(c)(1), the topic of "discipline and discharge of an employee for just cause" is a mandatory subject of bargaining. Accordingly, Article 4.1 of the parties' Master Agreement is enforceable, and the grievance involving said Article is subject to arbitration. A full opinion will be issued in due course.

BY ORDER OF THE PUBLIC SCHOOL LABOR RELATIONS BOARD

Seymour Strongin, Chairman

Robert H. Chanin, Member

Charles I. Ecker, Member

Donald P. Kopp, Member

Stuart O. Simms, Member

Glen Burnie, MD

July 16, 2012