



**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 [XX] 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:

Howard County Public Schools

-----  
Public School Employer

and

Howard County Education Association

-----  
Employee Organization

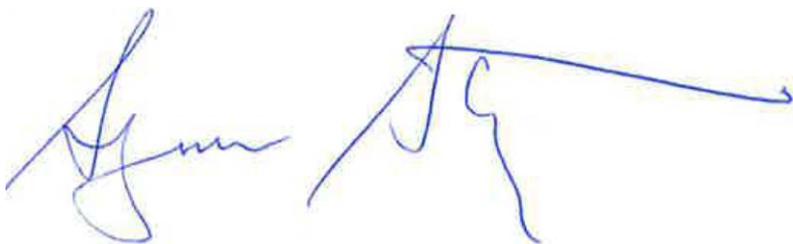
This determination was made by the PSLRB on May 12, 2015.

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

- Evaluation—joint committee
- Pay for training outside of contractual hours/days
- Publish notice about training by March 1
- Association Rights & Privileges
  - a. restricted use of association released time
  - b. requiring the association to follow procedures for building use
- Continuous child rearing leave limit
- Addition to Article 18, Working Hours and Work Load, Section D
- Released time for teachers who write student IEPs
- Checking in and out of school buildings
- Work day and planning time for part-time teachers
- Salary compensation

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

A handwritten signature in blue ink, appearing to read 'Seymour Strongin', is written over a horizontal line.

Seymour Strongin, Chairman

Date: May 12, 2015