



**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))

Request Involving Non-Certificated Unit

Pursuant to the Request filed by the Kent County Education Support Professional Association/Maryland State Education Association, the Public School Labor Relations Board (PSLRB) has determined from the facts that an impasse has NOT been reached in negotiations between:

Kent County Public Schools,
Public School Employer

and

Kent County Education Support Professional Association/Maryland State Education Association,
Employee Organization

This determination was made by the PSLRB on August 11, 2011.

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

Impasse in Negotiations
Grievance Procedure
Just Cause
Reductions in Force
Bereavement Leave

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



Seymour Strongin, Chairman

Date: August 11, 2011