



**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 [] 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:

Harford County Board of Education

Public School Employer

and

Harford County Education Association

Employee Organization

This determination was made by the PSLRB on March 17, 2016

1. An impasse in negotiations has been reached as to the following matters (Matters in Dispute):
 - New Teacher Access Language
 - Payroll Deductions
 - Agency Fee
 - Exclusivity Regarding Communication and Contact with Teachers That Conflicts with or Competes with The Association
 - President Release Time
 - Collaborative Presentation of Information Regarding Contractual Rights to New Teachers
 - Teachers Excused from Attending School When Students Are Not Required to Report
 - Time Limit for Staff Meetings
 - Additional Hours Required to Work Outside the Duty Day Without Payment
 - Increase in Planning Time
 - Planning Time for Special Educators Regarding Caseload Management
 - Personal Business Leave-Employer's Right to Deny
 - Minimum Number of Days Absent for Sick Leave Before An Employer May Request Documentation

from Physician

- Subjecting Public Discipline of Employee in Violation of Article 22.2 to the Grievance Procedure
- Reduction in Force
- Reasonable Accommodations for Teachers to Pump Breast Milk
- Assault Leave
- Salary and Duration Language
- Deletion of Article 2.2

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: March 17, 2016