



**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 Requests 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:

Carroll County Public Schools

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Public School Employer

and

Carroll Association of School Employees

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Employee Organization

This determination was made by the PSLRB on October 23, 2019.

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

- Article 1(C): Waiving of Agreement,
- Article 4(E): Work Performed Outside of Classification,
- Article 4(F): Substitutes,
- Article 4(J): Facilities,
- Article 4(P): Bullying and Harassment,
- Article 6(B): Discipline and Discharge,
- Article 6(B): Personnel File,
- Article 7(E): Reduction in Force,
- Article 8(A)(4): Leave by the Hour,
- Article 8(B): Sick Leave,
- Article 8(C): Personal Leave,
- Article 8(D): Bereavement Leave,
- Article 9(A): Flexible Benefit Plan,

- Salary,
- Support Room Assistant Pay Scale,
- Special Education Assistant Pay Scale, and
- Security Monitor Pay Scale.

1. (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



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Elizabeth M. Morgan, Chair

Date: October 24, 2019