



**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))**

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 NOT been reached in negotiations between:

Carroll County Public Schools

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Public school Employer

and

Carroll County Education Association

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Employee Organization

This determination was made by the PSLRB on May 8, 2019.

1. The parties shall engage in further negotiations in an effort to reach agreement as to the following matters (Matters in Dispute):
  - Personnel Employment: E-Tuition Reimbursement
    - Tuition reimbursement process for laid off staff
  - Association Rights, Privileges, Responsibilities
    - Removal of fair share representative fee language
  - Extended Leave of Absence
    - Workers Compensation coverage
  - Salaries
    - Salary scale
    - Terms of Eligibility for National Board Certification Stipend
    - Cost of living adjustment,
    - Unfreezing of steps
    - Longevity payment
  - Extra Duty Remuneration
    - Elementary and Middle School data managers
  - Maintenance of Classroom Control/Discipline
    - Notification of administrator director discipline

- Removal of student for a threat
- Protection of Educators
  - Notification of student grade change
- Educator Assignment
  - Pilot year
  - Marking periods
- Association Rights, Privileges, Responsibilities
  - CCEA representative for new school construction
  - List of employee names, positions, etc.
- Sick Leave and other Temporary Leaves of Absence
  - Coverage for legal proceedings connected with Board employment
  - Bereavement leave
  - Sick leave eligibility
- Working Load
  - Workload equity and determination
  - Self-directed pre-service day and planning time
  - Unscheduled delay opening/early dismissal
  - Planning time for special areas
  - Personal business days
  - Special educator hours
  - Planning time and substitute coverage
- Teaching Conditions
  - Bullying and harassment language
- Extra Duty Remuneration
  - Compensation for extra duty assignments
- Employee restrooms

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




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Elizabeth Morgan, Chair

Date: May 8, 2019