



**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:

Howard County Public Schools

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Public School Employer

and

Howard County Education Association

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Employee Organization

This determination was made by the PSLRB on July 6, 2021.

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

- HCEA Unit:

- Transfers (Voluntary and Involuntary)
- Assignment/Reassignments
- Tuition Reimbursement
- Sick Leave
- Personal Business Leave
- Sick Leave Bank Administration
- Child Rearing Leave
- Employment on Leave
- Definition of Immediate Family (as it pertains to extended sick leave)

- Leave Cash Out
- Teacher Planning Time
- Salary

- ESP Unit:

Transfers (Involuntary)

Sick Leave

Annual Leave

Leave Cash Out

Childrearing Leave

Secretaries' Summer Hours/Duty Year

Interpreter Planning Time

Working Out of Grade Pay

Paraeducator Planning Time

Technology/Computers

Tuition Reimbursement

Salary

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: July 6, 2021