



NOTICE OF DETERMINATION THAT AN IMPASSE IN NEGOTIATIONS HAS BEEN REACHED

(Pursuant to Education Article, Title 6, Subtitle 4, Section 6-406(e)(1))

Pursuant to a Request filed by the employee organization, the Teachers Association of Anne Arundel County (TAAAC), for a determination of impasse, and a response by the the public employer, the Anne Arundel County Board of Education, that agrees that the parties have reached impasse, the Public Employee Relations Board (PERB) has determined, based on the facts, that an impasse in negotiations has occurred between:

Anne Arundel County Board of Education,

Public School Employer

and

Teachers Association of Anne Arundel County,

Employee Organization

This determination was made by the PERB on August 6, 2024.

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

Successor Agreement to the expired Collective Bargaining Agreement for July 1, 2022-June 30, 2024

1. (a) The public employer and the employee organization each shall file with the PERB its “last and best offer” as to the Matters in Dispute. Said filing shall be sent to Erica L. Snipes, Executive Director of the PERB, and a copy shall simultaneously be served on the other party. Filing and service shall be in person or by electronic mail. The last and best offer shall list separately every term or condition of employment in dispute and the proposal of the party making the last and best offer. 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 PERB.
- (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 6-406(e). (The relevant statutory sections are attached hereto). The term “select a mediator” means that the parties select a mediator and notify the mediator of their selection within the prescribed 5 calendar day period. If the mediator selected declines to serve, the parties shall repeat the 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 PERB (by e-mail or in other written form) promptly after each of the deadlines set forth in sections (b) and (c) above have been met.

BY ORDER OF THE PUBLIC EMPLOYEE RELATIONS BOARD

Michael J. Hayes

Chair, Public Employee Relations Board

Date: August 6, 2024