



Harford County Public Schools

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Robert M. Tomback, Ph.D., Superintendent of Schools

June 28, 2011

Ms. Susan Lesser
Chief Negotiator, HCEA
MSEA UniServ Director for HCEA
42 N. Main Street, Suite 200
Bel Air, MD 21014

Dear Ms. Lesser,

As you are aware, on June 1, 2011 the Harford County fiscal authorities, in approving the final budget for FY12, did not approve enough funds to implement the 2011-2012 negotiated agreement. As a result, we entered into renegotiations per Articles 2.1 and 2.2 of the HCEA negotiated agreement, and Education Article §6-408.1 of the Annotated Code of Maryland. After meeting with you and the HCEA bargaining team on May 25, 2011 and June 16, 2011 for renegotiations, we were regrettably unable to reach an agreement on the unfunded fiscal items.

Therefore the Board, pursuant to Education Article §6-408.1 of the Annotated Code of Maryland, in its final determination, will not be providing a step increment, longevity increment, or cost of living increase for the 2011-2012 year. The Board will implement all other terms of the recently ratified 2011-2012 negotiated agreement.

As always, please contact me if you have any questions or concerns.

Sincerely,

Jeffrey M. Fradel
Chief Negotiator
Harford County Board of Education

JMF/jk

pc: Mr. Randy Cervený
Mr. Mark M. Wolkow
Dr. Robert M. Tomback
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