

TENTATIVE AGREEMENT
between
THE BOARD OF EDUCATION OF HARFORD COUNTY
And
THE HARFORD COUNTY EDUCATION ASSOCIATION

This tentative agreement is entered into between the BOARD OF EDUCATION OF HARFORD COUNTY (“the Board”) and the HARFORD COUNTY EDUCATION ASSOCIATION (“the Association” or “HCEA”), for the purpose of codifying the final terms of a Negotiated Agreement successfully negotiated between the Board and HCEA for the period July 1, 2011 through June 30, 2012.

1. This agreement shall take effect on July 1, 2011 and remain in effect through June 30, 2012.

2. The Board and the Association agree to amend 4.9 by adding:

4.9 The Association may utilize the inter-school courier service and the Harford County Public Schools’ e-mail system for the distribution of its newsletter and for membership material. **Newsletters or membership materials sent to all members shall be provided to the HCPS Communications office at the time of distribution.** Other materials which have been approved by the Superintendent may also be distributed.

3. The Board and the Association agree to amend 10.2 as follows:

Personal business leave shall not be taken immediately before or immediately after a holiday or weekday when school is closed on the master calendar, or on an in-service day for teachers, or at the beginning (first five scheduled work days) or the end of the school year (last five scheduled work days). ~~In normal circumstances a member shall not use more than three (3) consecutive personal business days at one time.~~ If, however, a circumstance requires the member’s absence on one or more of the foregoing days, the member may request use of personal business leave through the principal. The principal or supervisor may, at his/her discretion, approve the absence

as a day of personal business leave. **In normal circumstances a member shall not use more than three (3) consecutive personal business days at one time.**

4. The Board and the Association agree to the following:

The Board will offer the PPN and HMO insurance plans. The plans shall contain the current specific design plan benefits as described in the medical comparison charts effective 7/1/10. The Board will continue to pay 90% of the premium for these plans.

Additionally the Board will offer a third option, which would be a PPN that contains the specific design plan benefits as described in the medical comparison charts in effect on 6/30/10. The Board will pay 85% of the premium for this plan.

5. The Board and the Association agree to the following:

22.6 (New) Whenever a teacher is required to appear before the Superintendent, or his/her designee, for the purpose of discussing suspension or dismissal, the teacher shall be given the opportunity to have a representative of the Association present.

6. The Board and the Association agree to the following:

22.7 (New) Right to Respond: A teacher may attach a signed and dated addendum to documents placed in his/her file.

7. The Board and the Association agree to amend 23.4 as follows:

23.4 The principal shall meet with the Faculty Advisory Committee at mutually agreeable times upon the call of either the Faculty Advisory Committee or the principal, but not later than ten (10) school days from the date of request. **The principal shall respond to the committee within ten (10) school days after a meeting between the parties.** The principal shall consider the advice of the committee and may submit topics to that committee for their study and advice.

8. The Board and the Association agree to a 3% Cost of Living Adjustment (COLA).


9. The Board and the Association agree that eligible employees will receive a step increment at the beginning of the 2011 – 2012 school year and an additional step increment at midyear 2011-2012.

10. The Board and the Association agree that eligible teachers will receive a longevity increment during the 2011-2012 school year. Teachers who became eligible for a longevity increment in 2010-2011 fiscal year will begin to receive the longevity increment in the 2011-2012 fiscal year.

11. The Board and the Association agree to re-open negotiations to negotiate Article IX Department Chairpersons, Teachers-In-Charge, Mentors, and Teacher Specialists by April 29, 2011. Any agreement reached would be included in the 2011-2012 negotiated agreement.

12. The parties will promptly commence steps towards incorporating these changes into a newly published Negotiated Agreement for execution and distribution.

FOR THE BOARD OF EDUCATION
OF HARFORD COUNTY:

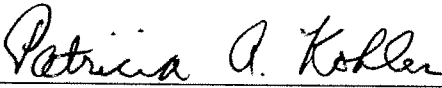


Chief Negotiator

Title

Date *1/26/11*

FOR THE HARFORD COUNTY
EDUCATION ASSOCIATION:



Chief Negotiator

Title

Date