

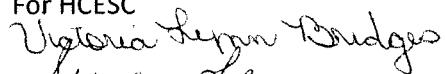
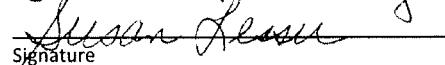
**ADDENDUM TO THE 2011-12 COLLECTIVE BARGAINING AGREEMENT
BETWEEN
THE HARFORD COUNTY BOARD OF EDUCATION
AND
THE HARFORD COUNTY EDUCATIONAL SERVICES COUNCIL**

The Board and HCESC agree to the distribution of a one-time, non-precedent setting, \$1250 stipend in the following manner:



1. Full-time employees will receive the payment in two installments. The first payment of \$625 will be dispersed in December 2011 and the second payment of \$625 will be dispersed in June 2012.
2. Part-time employees will receive a pro-rated portion of the \$1250 based on their current FTE status. The prorated amount distributed to part-time employees will be dispersed in two installments. The first payment, equal to one-half of the prorated amount, will be dispersed in December 2011 and the second payment, equal to one-half of the prorated amount, will be dispersed in June 2012.
3. Employees must be employed by HCPS and on active status at the time of each disbursement in order to be eligible to receive that installment of the stipend.

This addendum to the current bargaining agreement will be valid and binding upon final Board approval and to the extent sufficient funds are guaranteed and/or made available by the Harford County fiscal authorities to fully implement this agreement. This one-time stipend would not be in lieu of any future negotiated salary increases (C.O.L.A., step and longevity) for the HCESC bargaining unit.

For HCESC

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|--|--|-------------------------------------|--------------------|
|  Signature |  Signature | HCESC President Chief Negotiator | 12/9/11 12/9/11 |
| | | Title | Date |

For the Board

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|--|--|---------|
|  Signature |  Chief Negotiator | 12/9/11 |
| | Title | Date |