

PROPOSAL  
FROM  
THE BOARD OF EDUCATION  
OF HARFORD COUNTY  
TO  
THE HARFORD COUNTY EDUCATIONAL  
SERVICES COUNCIL

March 31, 2010

The Board reserves the right to add to, subtract from, amend or withdraw any of its proposals at any time. Language not specifically addressed herein shall remain the same as in the current agreement with HCESC.

**ARTICLE IV**  
**Association-Board Relations**

**New 3.13:**

**Single School Waiver** - With the approval of 75% majority vote of represented unit members in an individual school, the Superintendent may waive articles and/or sections within the negotiated agreement with the exception of:

- The basic compensation on the salary schedule;
- Health care or other employee benefits;
- Access to the grievance procedure and any appeal process or provisions contained in the negotiated agreement;
- The duration clause of the agreement;
- The bargaining unit composition
- An employee's right to representation and
- Association and employee rights.

Neither individual members of the bargaining unit nor the Association may file a grievance with regard to the merits of a waiver granted above.

**Budget Impact:** No impact

**Student Achievement Impact:** Provides individual schools the flexibility to meet the needs of its students where language in the negotiated may interfere with the ability of the school staff to meet those needs. Meeting the instructional needs of students has a direct positive impact on student achievement.

**ARTICLE VI**  
**Transfers**

**New 5.11(adjust remaining sections as needed):**

5.11 **Low Performing Schools – The Superintendent's statutory right to transfer employees into or out of low performing schools, schools identified as in improvement or restructuring, or public charter schools shall not be subject to any procedural steps or timelines, including those contained in this negotiated agreement.**

**Budget Impact:** No impact

**Student Achievement Impact:** Meeting the unique staffing needs of the identified schools in efficient and timely manner is critical in providing students with highly qualified and effective employees.

**ARTICLE VII**  
**Wages**

**Add a sentence to 7.1**

7.1 No new longevity increments will be provided during the 2010-2011 fiscal year.

**Budget Impact:** Cost savings of approximately **\$396,000 system-wide**

**Student Achievement Impact:** Cost savings allows HCPS to maintain resources currently supporting the instructional program for students and balance the FY11 budget.

## Insurance

### **Amend 9.4 to:**

9.4 **Health Care Insurance.** Effective July 1 through June 30, the Board will make available for the duration of the Agreement the following health insurance programs to eligible employees who enroll in the programs: ~~The Traditional Health Insurance and Preferred Provider Program (PPN/PPO) plans and an HMO plan in effect as of November, 2000, or comparable plans providing comparable benefits and network (including student endorsement 19-25). See Appendix for summary of benefits. Participation in the Traditional Health Insurance Plan will be limited to those employees enrolled in the Plan on July 1, 2001. Employees who elect to terminate their participation in the Traditional Insurance Plan after that date shall not be eligible to re-enroll.~~

Effective July 1 through June 30, the Board will similarly make available for the duration of the Agreement to eligible employees who elect to enroll therein the choice of either the standard dental insurance plan or the Preferred Provider Dental Insurance plan in effect as of November 2000, or comparable plans providing comparable benefits (See Appendix.)

The Board will not provide two insurance programs, e.g., Blue Cross/Blue Shield and an HMO program; or two different HMO programs for any eligible employees or eligible members of their families. This applies to all employees and eligible members of their families whose spouses are also employees of the school system. However, if one employee's eligibility for participation is terminated for any reason, the other employee family member shall continue to be eligible for the existing coverage.

### **Amend 9.5 to:**

9.5 The Board's rate of contribution to the coverage made available under 11.1 is ~~90%~~ **80%** of the total premium. The Board's rate of contribution applicable to the coverage made available under 11.4 shall be ~~80% of the total premium for the Traditional Health Insurance Plan and~~ 80% of the total premium for all ~~other provided~~ health and dental insurance plans.

**Budget Impact:** Cost savings associated with premium split of approximately \$7.8 million (system-wide) Cost savings associated with the elimination of traditional of approximately \$765,000 (system-wide)

**Student Achievement Impact:** Cost savings allows HCPS to maintain resources currently supporting the instructional program for students and balance the FY11 budget.

Salary

**Maintain 2009-2010 salary schedules with no step increment**

**Budget Impact:** Cost savings associated with step of approximately **\$525,000**

**Student Achievement Impact:** Cost savings allows HCPS to maintain resources currently supporting the instructional program for students and balance the FY11 budget.