

**THE BEST AND FINAL OFFER
FROM
THE HARFORD COUNTY BOARD OF EDUCATION
to
THE HARFORD COUNTY EDUCATION ASSOCIATION**

On January 21, 2011 the Board and HCEA agreed to terms on a negotiated agreement for the 2011-2012 school year. The agreement was subsequently ratified by both parties.

The Board of Education submitted the request for funds to support the fiscal terms of the new agreement in the Board's FY2012 budget request. Additional funds were requested for:

- 3% Cost of Living Adjustment
- A step increment for all eligible employees
- An additional step increment at the mid-year point of 2011-2012 school year for all eligible employees
- Provide a longevity increment for all eligible employees

On June 1, 2011 the Harford County fiscal authorities, in approving the final budget for FY12, **did not** provide any of the requested funds to support the fiscal terms. As a result, Articles 2.1 and 2.2 of the HCEA negotiated agreement, and Education Article §6-408.1 of the Annotated Code of Maryland were implemented (see attached).

After meeting with the HCEA bargaining team on May 25, 2011 and June 16, 2011 for renegotiations and recognizing absence of funding for implementation of the negotiated agreement the Board puts forward the following best and final offer:

A Memorandum of Understanding stating that “During the 2011-2012 school year the Board will provide HCEA represented teachers “One Bonus Day”. On the *Bonus Day* identified by the Board, teachers will not be required to report to work but will be paid for the day.”

§ 6-408.1. Renegotiation of funds allocated [Section subject to abrogation]

If a fiscal authority does not approve enough funds to implement the negotiated agreement, the public school employer shall renegotiate the funds allocated for these purposes by the fiscal authority with the employee organization before the public school employer makes a final determination in accordance with a timetable and procedure established by the Board.

Language from HCEA negotiated agreement:

**ARTICLE II
Procedures**

- 2.1 The items of this agreement not requiring fiscal support, when duly ratified by the Association and the Board, shall be valid and binding following said final ratification. The items which require fiscal support shall likewise be valid and binding to the extent that sufficient funds are guaranteed and/or made available by the Harford County fiscal authorities to fully implement said items.
- 2.2 If categories which contain requests for funds to support items in this agreement are reduced by the Harford County fiscal authorities, further negotiations on these items shall begin after the action by the County Council and conclude not later than June 16.