



## *Harford County Public Schools*

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FOR IMMEDIATE RELEASE

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### **BOARD/HCEA REACH TENTATIVE CONTRACT AGREEMENT; STEP, COLA, LONGEVITY AND BONUS DAY INCLUDED**

The Board of Education of Harford County and the Harford County Education Association (HCEA), which represents approximately 3,200 Harford County Public Schools employees, including teachers, guidance counselors, psychologists, media specialists, occupational therapists, physical therapists and speech and hearing clinicians, have reached a tentative agreement for the FY12 (2011-12) and FY13 (2012-13) school years.

Today, a tentative agreement for FY13 was signed by representatives of the school system and HCEA. The one-year tentative contract between the two organizations encompasses the 2012-13 school year, which will begin July 1, 2012, and end June 30, 2013.

This tentative agreement, which is currently being shared with members of the Board of Education of Harford County and with the members of HCEA, includes a step increase for eligible employees, a one percent (1%) Cost of Living Adjustment (COLA) and a longevity increment.

HCEA also tentatively agreed to a Memorandum of Understanding (MOU) that resolves the outstanding 2011-12 collective bargaining issues. The MOU provides for a bonus day for the 2011-12 school year, therefore the last day for teachers will be Wednesday, June 13, 2012.

Despite the lack of funding for a wage increase from fiscal authorities, the Board agreed to fund the increases through significant reductions in staffing and other programmatic areas throughout the budget to include professional development, overtime, meetings and conferences and equipment.

“The Board is pleased to provide our employees with an increase in salary as they are the heart of this organization and so deserving,” said Dr. Leonard D. Wheeler, Board president. “Working with a budget shortfall this year, it was imperative that we carefully analyzed the budget to make strategic and thoughtful reductions in order to provide a salary increase for our employees. However, with approximately 85 percent of our budget dedicated to people, it is impossible to make cuts without realizing an impact on the classroom.”

As a result of the FY13 Board agreement, members of the four other bargaining units (Harford County Educational Services Council [HCEA]; the Association of Public School Administrators and Supervisors of Harford County [APSASHC]; the Association of Harford County Administrative, Technical and Supervisory Professionals [AHCATSP]; and the American Federation of State, County and Municipal Employees [AFSCME]) will also receive the step increase, COLA and longevity increment for eligible employees.

Information regarding the collective bargaining process can be found on the school system website at [www.hcps.org](http://www.hcps.org) by clicking on the ‘Board’ tab.

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