



FOR IMMEDIATE RELEASE

June 17, 2011

### **PAID BONUS DAY OFFERED TO HCPS EMPLOYEES**

Board of Education offers extra paid day of leave to all employees in renegotiations

The Board of Education of Harford County offered an extra day of paid leave to employees in lieu of previously negotiated compensation items that have not been funded by the funding authorities in the 2011-12 budget. On the bonus day identified by the Board of Education, employees will not be required to report for work but will be paid for the day.

On January 21, 2011, the Board of Education and the Harford County Education Association (HCEA), which represents approximately 3,200 Harford County Public Schools (HCPS) employees, including teachers, guidance counselors, psychologists, media specialists, occupational therapists, physical therapists, and speech and hearing clinicians, agreed to terms on a negotiated agreement for the 2011-12 school year. The agreement was subsequently ratified by both parties.

Following the approval of the county budget and as a result of unavailable funds for salary increases, the Board of Education and HCEA, as well as the Harford County Educational Services Council (HCESC), entered into renegotiations with the Board of Education. HCESC has tentatively agreed to a final resolution of a renegotiated contract to include the bonus day of paid leave.

Although renegotiations with HCEA have not been resolved, no impasse has been declared at this time. Per the Fairness in Negotiations Act (FINA), only the Public Labor Relations Board (PLRB) may formally declare impasse. The Board of Education has not been made aware any impasse request filed by HCEA to the PLRB to date. The current, ratified FY12 contract with HCEA is in place with the exception of the compensation item.

“The Board of Education appreciates and values the hard-work and dedication of all of our employees and we worked diligently to identify an offering within our means to recognize that appreciation,” said Board President Mark M. Wolkow. “The Board sincerely regrets that the funding was not available to provide the compensation increase.”

The other three HCPS employee bargaining units, Association of Harford County Administrative, Technical and Supervisory Professionals (AHCATSP), Association of Public School Administrators and Supervisors of Harford County (APSASHC), and American Federation of State, County, and Municipal Employees (AFSCME), are currently under contract and will also receive the paid bonus day of leave next school year.

In December 2009, the Board of Education initiated a partially-open collective bargaining process by establishing a website to distribute pertinent information to the bargaining process. Additional information regarding renegotiations has been posted and 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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