



# Press Release

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**FOR IMMEDIATE RELEASE**

**MAY 17, 2016**

## **BOARD AND HARFORD COUNTY EDUCATION ASSOCIATION (HCEA) ISSUE ANNOUNCEMENT OF AGREEMENT**

On May 14, 2016, at the conclusion of impasse negotiations, the Board of Education of Harford County (the Board) and the Harford County Education Association (HCEA) reached a tentative agreement on behalf of the approximately 3,000 certificated instructional employees exclusively represented by HCEA. The agreement between the Board and HCEA, subject to necessary fiscal support as outlined in the agreement, provides that eligible employees of that unit will receive a two (2) step advancement on the pay schedule and a two (2) percent cost of living adjustment (COLA) applied to the pay schedule. Additionally, the Board and HCEA have tentatively agreed to multiple contract language items including assault leave, increased elementary planning time, notification of sick leave, and agency fee.

This agreement will be in effect for three (3) years beginning on July 1, 2016, and ending on June 30, 2019, with the option of re-openers for language items in year two and year three of the agreement.

In the event that sufficient funding is not provided by the funding authorities to implement the above compensation plan, an agreement has been reached on a contingency compensation plan that translates into one (1) step and one (1) percent COLA effective July 1, 2016, and one (1) step, for those eligible, and one-half (.5) percent COLA effective January 1, 2017. This contingency compensation plan, if implemented, would be in effect for July 1, 2016 through June 30, 2017, and the parties would renegotiate the compensation plan for the following years.

Upon ratification by HCEA membership, the tentative agreement with HCEA is scheduled for ratification by the Board in June.

If you have any questions, you may contact the Harford County Public Schools Communications Office or the HCEA directly at 410-838-0300.

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