

NEGOTIATED AGREEMENT

between

**THE BOARD OF EDUCATION
OF HARFORD COUNTY**

and

**THE HARFORD COUNTY
EDUCATION ASSOCIATION**

July 1, 2016 - June 30, 2019

(Revised July 1, 2018)

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ARTICLE I
Recognition

- 1.1 In view of the certification of the Board of Education of Harford County, hereinafter referred to as the “Board,” the Harford County Education Association, hereinafter referred to as the “Association,” is recognized as the exclusive representative of the teachers of the school system and in accordance with Education Article, Title 6, Subtitle 4, of the Annotated Code of Maryland, representatives of the Board and the Association have negotiated this agreement. Teachers, as it appears in this agreement, shall include all persons in the teachers’ unit, i.e., teachers who have been issued a contract with the Board under the provision of COMAR 13A.07.02.01, guidance counselors, psychologists, media specialists, occupational therapists, physical therapists, and speech and hearing clinicians. Superintendent, as it appears in this agreement, shall refer to the Superintendent of Schools for the Board of Education of Harford County.
- 1.2 **Exclusivity:** The rights set forth in this agreement are for the exclusive use of HCEA and shall not be granted to any other group or organization. Only the Harford County Education Association shall be recognized or permitted to represent any group of teachers concerning wages, hours or conditions of employment.

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.
- 2.3 If any provision of this agreement or any application of the agreement to any party to this agreement shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law; but all other provisions or applications shall continue in full force and effect.

- 2.4 Negotiations for a succeeding year shall begin no later than the week following the Thanksgiving holiday and conclude prior to the winter holiday, unless mutually agreed by both parties.
- 2.5 If, at the designated time for the conclusion of formal negotiations, agreement has not been reached, or at the request of either party the provisions for handling an impasse as provided by Education Article, Title 6, Subtitle 4, of the Annotated Code of Maryland, shall apply. The impasse procedure shall be postponed upon mutual consent of both parties.
- 2.6 Should either party suggest an impasse, the procedures as provided in the Education Article, Title 6, Subtitle 4 of the Annotated Code shall be followed.
- 2.7 Impasse procedures will be followed as stated in Annotated Code Education Article under Article 6 subtitle 4.
- 2.8 All other provisions for handling an impasse as provided by Education Article, Title 6, Subtitle 4, of the Annotated Code of Maryland shall apply.
- 2.9 Modification of Agreement. This agreement may not be modified in whole or in part except by an instrument in writing duly executed by both parties.

**ARTICLE III
Board's Rights**

Subject to the terms and conditions of this agreement and to the authority of the State Board of Education under Education Article of the Annotated Code of Maryland, it shall be the exclusive function of the Superintendent of Schools and the Board to determine the mission of the county public education system, set the standards of service to be offered, maintain the efficiency of operations, determine the methods, means, and personnel by which such operations are to be conducted, and to take whatever action and issue rules, policies, and regulations necessary to carry out the mission of the county public education system for which they are responsible and which is entrusted to them.

**ARTICLE IV
Association-Board Relations**

- 4.1 Association business which involves a called meeting of the general membership shall be conducted before the beginning of or following the conclusion of the usual duty

day for teachers. Association business which involves a school unit of the Association shall be conducted before the beginning of the duty day or following the dismissal of students. Such meeting must not interfere with the normal, orderly conduct of the schools and may be held in the school building without charge. The Association or its representatives will make arrangements for meeting space and time with the principal of the building in question.

4.2 Other Association business shall be conducted at such time and in such manner that the rights of teachers and students are not infringed and that all normal operations of the schools are not interfered with or interrupted. With the permission of the principal, a teacher identified by the Association will be able to leave the worksite at the end of the student day in order to conduct Association business.

4.3 **Duly authorized representatives of the Association and their respective affiliates may enter the school during the duty day for a meeting with an individual teacher lasting no longer than 25 minutes, if in the principal or designee's judgment their presence will not disrupt the operation of the school. Association representatives shall first report to the principal or his or her designee and follow all proper sign in procedures.**

For any other access to the school building during the duty day, Association representatives shall contact the principal or designee to request a time and date mutually agreeable by both parties.

4.4 The Association may place notices, circulars, or similar materials pertaining to legitimate Association business which has been shown or given to the principal and which clearly identify the individuals and/or organization responsible for the information contained therein, in the distribution boxes provided for teachers.

4.5 The Association may display notices, circulars, or similar materials pertaining to legitimate Association business on the tackboard in faculty room(s) which is designated by the principal of the school for such purposes. All material to be so displayed must clearly identify the individual and/or organization responsible for the information contained therein.

4.6 The Association or its representatives may use the school facilities and equipment for legitimate Association business at a reasonable time when such equipment is not otherwise in use. The Association will report to the principal for his or her determination concerning the use, will keep the use to a minimum and will pay for reasonable costs of all materials and supplies incidental to use.

4.7 The Association will be given a place on the agenda of the regular meeting of the

Board provided that a written request is received ten (10) days preceding the scheduled hour of the Board meeting and provided that the topic of concern and the name of the presenter(s) is designated in the request along with all materials (electronic or paper) that will be utilized during the presentation are submitted.

Should the specified presenter(s) be unable to attend, the Association will notify the Superintendent of the change in presenter(s) as soon as possible.

- 4.8 The Board will make this agreement available electronically for all teachers who may print the agreement at their work location. The Association may provide printed copies of the agreement to their membership at their cost.
- 4.9 The Association may utilize the inter-school courier service and the Harford County Public Schools' e-mail system for the distribution of its newsletter and for membership material. Newsletters or membership materials sent to all members shall be provided to the Manager of Communication twenty-four (24) hours prior to distribution. Other materials which have been approved by the Superintendent may also be distributed.
- 4.10 All new teachers will be provided the Association membership information created and produced by the Association. If a system-wide new teacher orientation is scheduled, a duly authorized Association representative will be provided a 30 minute period to present Association membership information including the purposes and activities of the Association.
- 4.11 The Board shall make available to the Association three (3) payroll slots for the deduction of Association dues, Association insurance, and other Association programs. The Association will submit authorization forms for each teacher who wishes to participate in payroll deductions for the combined HCEA, MSEA, and NEA dues. Each form must bear the original signature of the teacher who authorizes this deduction. An authorization for the payroll deduction of Association dues shall be irrevocable for a period of one (1) school year or the balance thereof and shall renew itself thereafter, year after year. Cancellation of membership shall be signed, dated and sent in writing by letter or from the employee via HCPS email account to the Association President with a copy sent to the Director of Finance. To be valid, the written, signed, dated, cancellation letter or signed email via HCPS email account (which may be accomplished by a scanned signature, e-signature, or imaged signature) must be received by the Association and the Director of Finance no sooner than September 1 and no later than September 10 of any given school year. This notification shall serve a dual purpose of cancelling payroll deduction.

Payroll deductions shall begin with the first pay in November and continue through the last pay in June (seventeen (17) pays). In case of resignation within a school year,

the balance due that year will be deducted from the final check.

- 4.12 The provisions of Sections 4.6, 4.9, and 4.11 shall not be made available to any other organization seeking to represent teachers. These rights shall be exclusively granted to the Association.
- 4.13 The President of the HCEA shall be granted, upon request, a leave of absence for the term of office, without pay. In addition, a member of HCEA who is elected MSEA President, Vice President or NEA President, Vice President or Secretary-Treasurer will be granted, upon request, a leave of absence without pay for the term of such office. However, leaves of absences to serve in any or all of these offices shall not exceed a total of six years.

The released-time president of the HCEA shall maintain a valid teaching certificate, stay abreast of Harford County curriculum by attending in-service and/or staff development offerings and keep informed about education reform initiatives as they are implemented in Harford County.

Experience credit shall be granted up to a maximum of six years for the time served in the above specified offices. Upon return from leave, the President shall be placed at the same position on the salary scale as that which would have been appropriate had such leave(s) not been taken. Upon return from leave, the President will be reemployed in an appropriate vacancy provided the request for reappointment is made prior to the termination of the leave. If the President is not returned to his or her original school, when an appropriate vacancy becomes available in the original school, the President will be offered the opportunity to be transferred back to his or her original school.

- 4.14 Pursuant to Section 6-407 of the Education Article of the Annotated Code of Maryland Employees who began work after July 1, 2016, as a condition of employment be required to either join the Association or pay a representative fee-based on chargeable activities in an amount not to exceed the membership dues in the Association and its affiliates. Any bargaining unit members electing not to join the Association shall be required to pay the representation fee. Prior to October 1, the Association shall notify the Board of those bargaining unit members that have elected not to join the Association. The Board shall deduct such representation fee from employees' payroll checks in the same manner as HCEA dues are deducted, pursuant to this Agreement.

The Association shall indemnify and save the Board harmless against any and all claims, demands, suits, and any other form of liability that shall arise out of or by reason of action taken or not taken by the Board for the purposes of complying with

any of the provisions of this paragraph.

Employees hired so as to begin work after July 1, 2016 will be presented with a form jointly approved by the Association and the Board as part of the hire process paperwork. The form will identify the cost and benefits of the Association membership and provide any opportunity for employees to choose to authorize dues deduction or to opt out of membership, waiving the benefits thereof, and electing to pay the Fair Share Fee as outlined in the paragraph above. All new employees shall be required to submit a completed form to the Board, which will forward copies of the completed forms to the Association.

Employees hired prior to July 1, 2016 will be required to pay the representation fee if membership to the Association is dropped on or after July 1, 2016.

Bargaining unit members may object to the calculation of the Fair Share Representation fee or object to the payment of the fee based on religious reasons. An employee who objects for reasons related to religious beliefs shall not be required to pay the Fair Share Representation fee to the Association and instead shall be required to submit a written statement setting forth the basis of his or her religious objection. The employee will pay the equivalent amount of money to an organization approved and listed on the U.S. Office of Personnel Management "Combined Federal Campaign." The employee must provide written proof of payment to the approved substitute organization to the Association by September 5 each year, the Association will provide to the Board a list of employees who have been granted this exception by September 15 each year.

Fair Share Representation Fee shall be implemented effective on the date Harford County Education Association shows evidence substantiating its attainment of a membership share of no less than seventy-two (72%) percent of Unit employees. If membership falls below seventy-two (72%) percent, HCEA shall notify the Board of Education. If thereafter membership falls below sixty-seven (67%) percent, the collection of agency fee will cease.

ARTICLE V Grievance Procedure

- 5.1 **Grievance.** A grievance is an alleged violation, misinterpretation, or misapplication of the terms of the negotiated agreement between the Board and the Association.
- 5.2 **Grievant.** A grievant is the individual(s) who have been affected by the grievance. A grievant may be an individual, a class, or the Association.

- 5.3 **Settlement of Employee Grievances.** The Association and the Board recognize their responsibility for the prompt and orderly disposition of grievances that arise out of the interpretation, application, or alleged breach of any of the provisions of this agreement. To this end, the parties agree that the provisions of this article shall provide the means of settlement of all such grievances provided, however, that nothing herein will be construed as limiting the right of any employee to have a complaint adjusted without the intervention of the Association so long as the adjustment is not inconsistent with the terms of this agreement.
- 5.4 **Procedural Steps.** Any grievance that a teacher has not adjusted informally with the immediate supervisor shall be presented in the following steps:
- Step 1. Between the grievant, a representative of his or her choice, and the employee's immediate supervisor and/or designated representative(s).
- Step 2. Between the grievant, and his or her Association representative, and the appropriate director, elementary or secondary, and/or designated representative(s).
- Step 3. Between the grievant and his or her Association representative, and the Superintendent and/or designated representative(s).
- 5.5 **Grievance Presentation.** All grievances shall be presented in writing at Step 1 within ten (10) school days from the date of their occurrence, signed by the grievant. The Administrator's answer at each step shall be given in writing within ten (10) school days after the step meeting which shall be held within ten (10) school days following receipt of the appeal. Unless a grievance is appealed to the next step within five (5) school days after the Administrator's answer, it shall be deemed settled in accordance with the Administrator's answer, which shall be considered acceptable to the grievant and the Association.
- 5.6 **Arbitration.**
- (A) **Appeal Procedure.** Any grievance concerning the interpretation, application, or alleged breach of any provision of this agreement that has been properly processed through the grievance procedure as set forth above and has not been settled, may be appealed to arbitration by the Association by serving written notice on the Board within fifteen (15) calendar days after the Superintendent's answer at Step 3 of the said grievance procedure. If the Association fails to serve such notice of its intention to arbitrate within this time limitation, it shall be deemed to have waived the arbitration and the grievance shall be considered settled. No individual employee shall have the

right to invoke this arbitration procedure.

- (B) Selection of Arbitrator. If the Association and the Board are unable to agree upon the selection of an arbitrator within seven (7) calendar days after the Association's notice of appeal to arbitration, they shall jointly request the American Arbitration Association to furnish a list of not less than five (5) arbitrators, one of whom may be designated by the parties to act as arbitrator of the grievance. If no agreement can be reached as to the arbitrator within seven (7) calendar days after receipt of the said list, the Association and the Board shall jointly petition the American Arbitration Association to furnish a second list of not less than five (5) additional arbitrators, one of whom shall be designated by them within seven (7) calendar days after receipt of said list, to act as arbitrator of the grievance. Selection shall be made by the Association and the Board representatives alternately striking any name from the list until only one name remains. The final name remaining shall be the arbitrator of the grievance.
- (C) Jurisdiction of Arbitrator. The jurisdiction and authority of the arbitrator of the grievance and his or her opinion and recommendation shall be confined to the express provision or provisions of this agreement at issue between the Association and the Board. The arbitrator shall have no authority to add to, alter, amend, or modify any provision of this agreement, or to make any recommendation which will in any way deprive the Board of any of the powers delegated to it by law. The arbitrator shall not hear or decide more than one grievance without the mutual consent of the Board and the Association. The recommendation in writing of the arbitrator within his or her jurisdiction and authority as specified in this agreement shall be final and binding on the aggrieved employee or employees, the Association, and the Board.
- (D) Arbitration Expenses. The Association and the Board shall each bear its own expenses in these arbitration proceedings, except that they shall share equally the fee and other expenses of the arbitrator in connection with the grievance submitted to arbitration.

5.7 If the Association claims a class grievance, defined as a general violation, misapplication, or misinterpretation of the agreement that directly affects three (3) or more unit members, the grievance may then be submitted directly to the Superintendent within ten (10) days from the date of its occurrence. The processing

of such grievance shall begin at Step 3.

- 5.8 By mutual agreement of the grievant and the superior, the time limits stated herein may be compromised to allow the collection of pertinent information and in the interest of prudent resolution of the grievance.
- 5.9 No reprisals of any kind will be taken by the Board, the school administration, or Association against any teacher or official because of his or her participation in this grievance procedure.
- 5.10 Should the investigation or processing of a grievance require that a teacher or an Association representative be released from his or her regular assignment, he or she shall be released. In a grievance involving an individual, the individual will be released without loss of pay. In a class grievance, the three (3) individuals identified by the Association as the parties involved in the grievance will be released without loss of pay. The Association shall reimburse the Board for the cost of the substitute teacher's pay for any other unit member who is required to be released from his or her regular assignment for the investigation or processing of a grievance.
- 5.11 All written and printed matter dealing with the processing of a grievance shall be filed separately from the central office personnel files of the teacher.
- 5.12 The Association shall have the right to file grievances on its own behalf with respect to issues that are specific to the Association's rights arising under Sections 2.2, 2.4, and 2.7 regarding renegotiations and the impasse procedure; and matters arising under Article IV governing Association-Board Relations.
- 5.13 With regard to any other section of the negotiated agreement, the Association shall have the right to file grievances on its own behalf under the procedure set forth in Step 3 of Section 5.4. Following the Step 3 hearing, the Superintendent's decision is final and shall not be subject to binding arbitration (Section 5.6).

ARTICLE VI

Transfers

- 6.1 **Voluntary Transfer.** Requests for voluntary transfers will be accepted from tenured teachers who meet the certification requirements for the position identified.

(A) The names of new schools to which teachers may request transfers for the following school year shall be announced. When the principal is appointed, that

information will be distributed through the normal channels of communication and shared with the Association.

- (B) Requests for transfer to other than new schools are to be in writing and to be received prior to March 1 of the current year. A teacher may submit in writing a request to withdraw a request for a voluntary transfer prior to June 30.

Principals must interview a minimum of three voluntary transfer candidates if three or more apply, before a new teacher candidate can be selected for a vacancy. The voluntary transfer candidate with the longest continuous service in Harford County must be one of the three candidates interviewed. Unsuccessful candidates will be advised.

The requests are to be in writing and to be received prior to March 1 of the current year.

Voluntary transfers will not be effected during a school year.

All such requests will apply to vacancies identified prior to July 15.

A part time teacher who has requested full-time employment shall be considered for a position for which he/she is qualified before a new teacher may be hired for that position, except that voluntary transfers, leaves of absence and administrative transfers shall be given priority.

- 6.2 **Administrative Transfer.** When an administrative transfer of teaching personnel is necessary because of a reduction of staff in a school, the administration will identify where the reduction is to take place:

- (A) In an elementary school – Regular elementary teaching assignment; that is, an assignment in the grades at that school; e.g., K through 5 or 6; or an elementary subject field; e.g., reading specialist, guidance counselor, etc. For example, if there is a reduction of a regular classroom teacher, and assuming all other factors are equal, the principal will determine the teacher in grades K to 5 or 6 who has the least continuous service in Harford County Public Schools. This teacher will then be administratively transferred. If the reduction is a reading teacher, the principal will identify the reading teacher with the least continuous service in Harford County Public Schools for transfer.
- (B) In a secondary school – Secondary subject field; e.g., geography, English, mathematics, biology, guidance counselor, work experience coordinator, etc.

The needs of the school system, and the needs and qualifications of the

individual teacher(s) shall be considered. When all other factors are equal, the length of continuous service in Harford County will be the determining factor in identifying the teacher(s) who is to be transferred from the elementary school grades or the elementary or secondary school subject field. When the length of continuous service in Harford County is also equal, the length of continuous service in the school will then become the determining factor in identifying the teacher(s) who is to be transferred from the regular elementary teacher assignment or the elementary or secondary school subject field.

In an elementary school, if a teacher identified to be administratively transferred would leave a vacancy for which there would be no other teacher in the school certified to teach the vacated position, then assuming all other factors are equal, the next least senior teacher in line would be transferred to assure that all grades are taught by teachers certified to teach those grades.

In an elementary or secondary school, when a teacher receives written notice that he or she is administratively transferred; and if a vacancy in the same kind of teaching assignment occurs in the original school prior to the first preschool day, then the teacher will be permitted to be reassigned to his or her original school. To exercise the option to return to his or her original school, the teacher must notify the Human Resources Department, in writing, within ten (10) calendar days of his or her letter of transfer.

If a vacancy in the same kind of teaching assignment that the teacher held does not occur in the original school prior to the first preschool day, then the teacher will remain in the new assignment for the entire next school year. If at the end of this school year and prior to the first preschool day of this calendar year, a vacancy in the same kind of teaching assignment becomes available in the original school for the following year, then, at the teacher's option, the teacher will be reassigned back to his or her original school, provided written notice was given to the Human Resources Department within ten (10) days of the original letter of transfer. This transfer must take place on the first preschool day. Following the first preschool day of this year, the transfer becomes permanent and the teacher will remain in the school to which he or she is transferred. For following school years, the voluntary transfer policy will apply.

In an elementary or secondary school, when it is determined that a grade level in one school will be transferred to another school, all teachers who are regarded as the teachers of pupils at that grade level will be transferred.

- 6.3 In the case of opening of a new school in the fall, the presently employed teachers to be assigned to it shall receive official notice in writing of that transfer by the close of

school, if known.

- 6.4 **Involuntary Transfer.** If, as a solution to a problem (different from those listed in “Administrative Transfer”) a teacher is to be transferred to another school, such a transfer may not be effected until after a meeting between the teacher involved and the appropriate administrator(s). At this time, the teacher shall be notified of the reason(s) for transfer, shall be apprised of his or her rights, and shall be given the opportunity to respond. In the event that a teacher objects to the transfer, he or she shall, upon request, have a meeting with the Superintendent or designee. The teacher, at his or her option, may have a person of his or her choice accompany him or her at the meeting.

ARTICLE VII Vacancies

- 7.1 **Announcement of Vacancies.** Vacancies which are to be filled in administration, supervision, department chairpersons, teachers-in-charge, teacher specialists, mentors, and eleven-month positions will be advertised.
- 7.2 All applicants will receive consideration but in the case of equal qualifications, the first preference will be given to professional workers in Harford County.
- 7.3 **Application.** Candidates are to complete and submit a formal application form with a transcript of all college studies to the Human Resources Department.
- 7.4 **Preliminary Screening.** Applications and supporting data, i.e. transcripts, professional experience and references, will be reviewed, and the most promising candidates will be scheduled for interview. Candidates who are eliminated in the preliminary screening will be so notified.
- 7.5 **Interview and Selection Committee.** The Superintendent will appoint an Interview and Selection Committee to interview the remaining candidates and to make recommendations to the Superintendent.
- 7.6 **Referral to the Superintendent.** The Superintendent may accept the recommendations of the Interview and Selection Committee or reject all candidates as deemed best for the school system. The Superintendent’s recommendation(s) for

promotion will be submitted to the Board of Education.

ARTICLE VIII

Teaching Hours and Assignments

8.1 Work Year. Teachers may be scheduled to be in attendance for a maximum of 190 days. When the school calendar includes three (3) or more in-service days prior to the start of the school year, one (1) full day will be designated by the Superintendent for teachers to work at their assigned work sites, performing professional educational tasks as they deem appropriate. Additionally, not less than three (3) half (1/2) days out of the remaining professional development days scheduled during the course of the duty year will be designated for teachers to work at their assigned work sites, performing professional educational tasks as they deem appropriate. Two (2) additional days may be required of new teachers.

8.2 Eleven-Month Teachers. Employees who work in a 11-month position shall have their salary calculated at 210 days with the 20 additional days calculated at the per diem rate based on the 10-month salary scale. All pay received shall receive credit towards retirement. The 210-day schedule will be worked over the course of 12 months and the salary will be paid over 12 months. All salary earned will be reported to the Maryland State Retirement Agency.

Sick Leave shall be granted at the rate of one (1) day per month during the first two (2) years of service with Harford County Public Schools. Beginning in the third year of service it shall be granted at a rate of one and a quarter (1.25) days per month of regular employment.

8.3 Twelve-Month Teachers. Employees who work in a 12-month position shall have their salary calculated at a 230 days with the 40 additional days calculated at the per diem rate based on the 10-month salary scale. All pay received shall receive credit towards retirement. The 230-day schedule will be worked over the course of 12 months and the salary will be paid over 12 months. All salary earned will be reported to the Maryland State Retirement Agency.

Sick Leave shall be granted at the rate of one (1) days per month during the first two (2) years of service with Harford County Public Schools. Beginning in the third year of service it shall be granted at a rate of one and a quarter (1.25) days per month of regular employment.

Personal leave shall be granted at four (4) days and should follow the same procedure set forth in Article 10.2 for use.

- 8.4 Employees will not be required to work on any day when schools and offices are closed as set forth within the yearly school calendar.
- 8.5 **Inclement Weather.** When schools are closed for inclement weather 11- month and 12- month teachers will not be required to travel outside their primary designated worksite.
- 8.6 **Duty.** The length of the normal duty week for teachers may be up to thirty-seven and one-half (37 1/2) hours including duty free lunch.

- (A) In addition to the 37 ½-hour duty week:
General faculty meetings, school improvement meetings and other meetings directly related to the teacher’s assignment will not be scheduled for more than once weekly for approximately fifty (50) minutes except in instances of school evaluation, the opening of a new school, and emergencies which affect the operation of the school. Faculty meetings will not be scheduled on a regular basis on Fridays and the days before holidays.

Elementary and Middle school teachers may be assigned to supervise school-related activities which are held before or after school or in the evening. Such assignments will be made so that the responsibilities for such supervision are shared among the members of the faculty. Consideration will be given to teacher preferences. Assignments will be filled by volunteers first. If there are not sufficient volunteers, to fill the assignments, the remaining assignments will be filled by assigning teachers in an equitable manner.

High school teachers may be assigned to supervise school-related activities that are held before or after school or in the evening. Each high school principal shall establish a fair and equitable method for distributing extra duty responsibilities among the teachers in the school. Consideration will be given to teacher preferences when assigning teachers to supervise school-related activities. Assignments will be filled by volunteers first. Each teacher will be required to perform extra duty responsibilities for nine (9) hours per school year without additional compensation. After a teacher has completed nine (9) hours of extra duty responsibilities without compensation, the teacher shall be paid for subsequent extra duty responsibilities at the rate of twenty dollars (\$20) per hour. Duty hours for extra duty responsibilities shall be calculated from the officially assigned start time until the Administrator in charge of the event officially releases the teacher. Weekend activities shall be voluntary; however, teachers may select weekend activities toward the nine (9) required hours as noted below. Extra duty responsibilities may include ticket sales, ticket collection, general supervision, and other

reasonable duties as assigned by the administrator in charge. Teachers assigned to general supervision shall monitor those in attendance, and make an administrator aware of any behavior which is inappropriate, disruptive, or in violation of school or HCPS rules.

The required nine (9) hours shall be chosen from the list of activities provided below. After completing the required nine (9) hours as noted above, a teacher that supervises an activity included in the following list shall be paid at the rate of \$20 per hour.

Academic Tournaments

Art Show

Computer Lab

Music Presentations

Dances

Detention (PM, Saturday mornings) - \$1,200 maximum per school per year

Graduation

Interscholastic Sports

Media Center - \$1,200 maximum per school per year

Proms

Swimming Meets (supervising and/or officiating)

Forensic Judging

Theater

Track and Field (supervising and/or officiating)

Wrestling Tournament Junior Varsity and Varsity (County Meet)

Any other student activity that is mutually agreed upon in writing between the Board and the Association

- (B) PTA meetings (Article VIII) and duties for which compensation is provided (Article XVI) will also be in addition to the 37 1/2-hour duty week.
- (C) Under normal circumstances, teachers shall be present in their rooms and ready to begin their duties one-half (1/2) hour before the late bell and shall remain in school for professional purposes for twenty (20) minutes after the first dismissal. Principals shall set specific times in each school.
- (D) The duty-free lunch period shall extend for at least thirty (30) minutes but when the pupils have a regular lunch period of less than thirty (30) minutes, the duty-free period shall coincide with such regular period of less than thirty (30) minutes. In general, teachers are expected to remain at school during the lunch period. Permission may be granted for leaving the premises during the lunch period. The principal may limit the number of teachers who may

leave the building during lunch at any one time. Duty-free lunch shall not be included as part of the planning time.

- 8.7 **Crowd Control.** When school facilities are used for school-sponsored functions which are open to the public and at which admission fees are charged, teachers will not be assigned to control disruptive behavior on the part of anyone present.
- 8.8 **New Programs.** Teachers will continue to be involved in planning new programs.
- 8.9 **Notification of Teaching Assignments.** A teacher will be notified of his or her tentative assignment as soon as the principal is reasonably confident of it, but in no event later than August 1, if known.
- 8.10 **Planning Periods.** Teachers in secondary schools shall receive not less than 225 minutes of unassigned planning time on a weekly basis and shall be scheduled for one unassigned planning period per day of not less than forty-five (45) consecutive minutes. Neither this provision, nor 8.8 below will apply during times when the normal school schedule must be adjusted during emergencies; or in cases when an individual teacher has requested in writing to teach more than the usual number of periods for teachers in that subject in that school, or in the case of a teacher who volunteers for other school activities during the scheduled unassigned planning period.
- a. When scheduled early dismissal days for professional development in secondary schools is school based professional development, HCPS will provide forty-five (45) minutes of block planning time during the course of the duty day.**
- b. When scheduled early dismissal days for professional development in secondary schools involves content specific professional development that requires travel to other locations, Harford County Public Schools agrees to reduce the maximum number of monthly meetings by one meeting, in accordance with 8.6(A) paragraph 1 to accommodate forty-five (45) minutes of block planning time for that month. **Content specific professional development days as described in this paragraph will not exceed more than fifty percent (50%) of the total scheduled early dismissal days within the school year for secondary schools.**
- 8.11 The unassigned planning time provided on a weekly basis for elementary teachers shall not be less than 225 minutes. Classroom and special education teachers in elementary schools shall be scheduled for unassigned planning time during the regular day for students in increments of not less than forty five (45) consecutive minutes per day. All other elementary teachers shall be scheduled for unassigned planning time during the duty day in increments not less than forty five (45) consecutive minutes per day.

When there is a scheduled elementary early dismissal day, elementary teachers will receive seventy (70) consecutive minutes of individual planning time.

- 8.12 Pre-Kindergarten teachers shall assume responsibility for getting children from the morning session on the buses and shall be available to receive children as they arrive for the afternoon session. The balance of time between sessions is considered to be unassigned planning time and duty-free lunch period. Scheduled conferences between sessions should be kept to a minimum.
- 8.13 Teachers may not be scheduled on a regular basis for additional responsibilities to be performed during the minimum planning periods allowed by this agreement.
- 8.14 When a teacher whose assignment is direct instruction of students is absent from his or her assigned classes for one-half (1/2) day or more, reasonable effort shall be made to employ a substitute. This provision shall also apply in cases involving special area teachers who teach an entire class.
- 8.15 **Class Coverage.** Teachers may be used to cover classes for absent teachers. Such coverage should not be excessive.
- 8.16 **Secondary Assignment.** Reasonable effort will be made to assign high school teachers in their major field of certification and to restrict their assignments to no more than three (3) different subjects.
- 8.17 **PTA Meetings.** Teachers are encouraged to join, support, and attend the meetings of the Parent-Teacher Association. Teachers shall attend back-to-school meetings, meetings when conferences are scheduled with parents, meetings when classroom visitations are the major part of the program, or other meetings the program of which requires their active participation.

When a teacher is unable to attend a PTA meeting which involves parent conferences, he or she shall establish an alternate plan for meeting with those parents who desire to take advantage of such a plan. This plan must be approved by the principal, and the parents of all the teacher's students shall be notified of the alternate plan.

Teachers assigned to more than one school are encouraged to establish alternate plans for parent conferences for each of the PTA's involved on a rotating basis unless circumstances require more attention in a particular school.

ARTICLE IX
Department Chairpersons, Teachers-In-Charge, Mentors,
and Teacher Specialists

- 9.1 Department chairpersons, teachers-in-charge, mentors, and teacher specialists will be appointed and will meet the responsibilities of these positions, which have been approved for compensation by the Superintendent, in accordance with the Harford County Public Schools procedures for department chairpersons and teachers-in-charge. These procedures may not be changed except through the negotiations process or by an instrument in writing duly executed by both parties.

The duty period assigned to a department chairperson with 5 F.T.E. teachers or more will be used, primarily, to perform duties related to the responsibilities of being a department chairperson. However, it is understood that there may be times when a department chairperson may be assigned to perform other duties.

The duty period assigned to a department chairperson with 3 F.T.E to 5 F.T.E. teachers will be used to perform duties other than those related to the responsibilities of being a department chairperson. The department chairperson may elect to teach a class in lieu of a duty period.

- 9.2 Appointments to the position of department chairperson and teacher-in-charge will be for a period of four (4) school years. Vacancies that occur after June 1 will be posted within the school and filled by the principal with an acting appointment. The position will be re-advertised the following spring, usually in April, in accordance with the Board's normal procedures.

Department chairpersons, teachers-in-charge, teacher specialists, mentors and helping teachers in positions which have been approved for compensation by the Superintendent shall be compensated in the following manner:

**Stipends for Department Chairpersons
High School and Middle School
Effective July 1, 2018**

	3 to 5 F.T.E. Teachers	5 to 8 F.T.E. Teachers	8 or More F.T.E. Teachers
Year 1	\$1,197	\$1,654	\$2,019
Year 2	\$1,369	\$1,834	\$2,205
Years 3 & Beyond	\$1,705	\$2,205	\$2,569

**Stipends for Teachers-in-Charge, Teacher Specialists,
Mentors, Helping Teachers
Effective July 1, 2018**

	Schools with up to 18 Teachers	Schools with 18 or more Teachers
Year 1	\$1,654	\$2,019
Year 2	\$1,834	\$2,205
Years 3 & Beyond	\$2,205	\$2,569

- 9.3 Remuneration for the stipends listed above shall increase at a minimum each school year at the same percentage as any cost of living adjustment (COLA) to the teachers' salary schedule that is bargained between the Association and the Board.

ARTICLE X
Temporary Absences and Leaves

- 10.1 **Deduction for Absences.** Deduction for absences shall be made on the basis of 1/190th or 1/380th as applicable for each day or one-half day of absence and as noted in this agreement.
- 10.2 **Personal Business Leave.** Unit members shall receive a total of three (3) work days per year with no loss in salary that may be used for personal business. Unit members employed on or after February 1 shall receive one (1) work day of personal business leave. Unused personal business leave days may be accumulated up to no greater than five (5) days. On July 1 of each year any personal business days in excess of five (5) will be converted to sick leave days.

Personal business leave may be requested, with at least three (3) work days advance notice, through the appropriate principal who shall not require a reason for the leave. If, however, an unforeseen circumstance requires the member's absence which could not be requested three days in advance, the reason for the absence shall be stated and the principal may, at his/her discretion, approve the absence as a day of personal business leave. Personal business leave may be denied when, in the judgment of the principal, the member's absence would impair the educational process.

Personal business leave shall not be taken immediately before or immediately after a holiday or weekday when school is closed on the master calendar, or on an in-service day for teachers, or at the beginning (first five scheduled work days) or at the end of the school year (last five scheduled work days). If, however, a circumstance requires the member's absence on one or more of the foregoing days, the member may request use of personal business leave through the principal. The principal may, at his/her discretion, approve the absence as a day of personal business leave. In normal circumstances a member shall not use more than three (3) consecutive personal business days at one time.

Exceptions to the foregoing restrictions on days to be used for personal business leave may be made by the Assistant Superintendent of Human Resources for circumstances which require the member's absence on these days.

- 10.3 **Religious Holidays.** A teacher shall have three (3) days of leave for observance of recognized special holidays which he or she believes to be mandated by his or her religion provided that the leave he or she seeks would be given a positive recommendation by the proper authorities. The principal may contact the proper religious authority for their recommendation. The three (3) days allowed for religious holidays shall be in addition to sick days and other emergency days and shall not be

cumulative.

- 10.4 **Family Bereavement.** Teachers shall be granted seven (7) consecutive days of leave for death in the immediate family. The teacher will be paid for any of the seven (7) consecutive days of leave which are duty days. Immediate family shall include spouse, child, step-child, parent, brother, sister, father-in-law, mother-in-law, grandparent, grandchild, a person who raised the teacher, or anyone who lives regularly in the household of the teacher. Leave shall begin the day after the death, except when the service, funeral, or other appropriate ceremony is scheduled beyond the seven (7) days following the day after death. In the latter circumstances, all leave shall be taken at such time as to include the service.
An employee will be permitted up to two (2) days of absence at any one time without the loss of salary upon the death of a step-parent, step-brother, step-sister, brother-in-law, sister-in-law, son-in-law, or daughter-in-law. One of the two days of absence must be the day of the funeral or interment.
- 10.5 **Jury Duty.** A teacher who serves on jury duty will continue to receive his or her regular salary.
- 10.6 **Legal Summons.** A teacher may be absent in response to a legal summons without loss of salary provided that he or she is summoned as a witness or, if charged, he or she is found not guilty of an offense involving gross misconduct. This provision does not preclude appropriate action by the Superintendent in the event that there is an alleged violation of a policy.
- 10.7 When schools are closed due to unsafe road conditions, teachers are not required to report, except in the event of previously planned circumstances which cannot be rescheduled.
- 10.8 When schools are open, teachers are expected to be present. However, when in the opinion of the teacher, driving conditions prevent his or her presence at school, the salary of the teacher for that day shall be reduced by 1/380th for each day absent.
- 10.9 **Summer School.** Because the best interests of the pupils are served by an orderly and unhurried closing of school, teachers will not be permitted to leave before the official closing of school in June except when the circumstances allow no alternative. If no other alternatives are possible, teachers may, with written permission from the Human Resources Department and principal approval, be permitted to leave early for summer school. In the case of such early leaving, however, the teacher will have his or her salary deducted at the rate of 1/380th for each day's absence.

10.10 In the case of extended sessions of summer school lasting into the preschool meetings, a teacher may with permission of the principal, be late in returning. His or her salary shall be deducted at the rate of 1/380th for each day absent.

10.11 Assault Leave. *§6-111.(a) An employee of a county board who is absent due to physical disability that results from an assault while in the scope of board employment shall be kept on full pay status instead of sick leave during the period of absence.

(b) Each county board shall establish rules and regulations for the entitlement and use of assault leave, including a requirement that an employee provide:

- (1) A signed statement that justifies the use of assault leave; and
- (2) If medical attention is required, a certificate from a licensed physician that states the nature and duration of the disability.

*This is informational reference only and is not subject to the grievance process.

ARTICLE XI

Sick Leave

11.1 **Sick Leave.** Sick leave shall be defined as personal illness of the teacher. Teachers shall be granted sick leave at a rate of one (1) day per month during the first two (2) years of service with the Harford County Public Schools. Beginning in the third year of service in Harford County, sick leave shall be granted at a rate of one and a quarter (1.25) days per month of regular employment, the annual total of which shall be available at the beginning of the school year.

Accumulation of unused sick leave shall be unlimited. As of June 30, unused personal business leave shall be added to accumulated sick leave. Teachers shall be given a written notice of available sick leave days as of September 1, no later than October 30 of each year.

A teacher is permitted to use up to seven (7) work days of his/her sick leave per year for illness of a member of the teacher's household or the teacher's parent or anyone for whom the teacher is the primary caregiver. When leave is used for illness of a person for whom the teacher is the primary caregiver, other than a member of the teacher's household or the teacher's parent, appropriate documentation will be required.

To receive sick leave the Board is entitled to receive satisfactory proof of illness

requiring absence from work. Under normal circumstances, absent concerns regarding the legitimacy of the claim of illness requiring absence from work (Such as cases involving patterns of suspicious absence from work or days of historically disproportionate high sick leave requests), certification of illness from a medical professional will not be necessary proof of illness for absences of three or fewer consecutive days' duration.

The parties understand that the PSLRB has ruled over the objection of the Board that this is a mandatory subject of bargaining. The Board has appealed that decision to the courts. If at the conclusion of litigation, the courts ultimately rule that this is not a mandatory subject of bargaining, then the provisions added to sections 11.1 during the negotiations for FY 17-20 shall no longer be binding upon the parties.

- 11.2 **Payment for Unused Days of Sick Leave.** Teachers who enter retirement from the public schools of Harford County after (10) years of service in those schools shall receive payment for unused days of sick leave up to a maximum of 200 days effective July 1, 1998, at the rate of 25% of the daily rate of pay. All such days must have been accumulated while in service in Harford County. Sick leave shall be accumulated annually at the rate of the difference between sick leave provided and sick leave used.
- 11.3 **Unused Sick Leave Benefit.** A death benefit based upon the number of unused days of sick leave will be paid to the beneficiary of a teacher who has served ten (10) years with the school system and whose death occurs while the teacher is on active duty or on an approved leave of absence. The payment for unused sick leave will be up to 200 days effective July 1, 1998, at the rate of 25% of the daily rate of pay.
- 11.4 **Sick Leave Bank.** All teachers on active duty are eligible to join and contribute to the sick leave bank. Contributors will be permitted to apply for use of the bank for salary payment for qualifying, incapacitating, and catastrophic personal illness during regularly scheduled duty days after all available leave has been exhausted.
- 11.5 **Sick Leave Bank Rules.**

Statement of Intent

The Harford County Education Association (HCEA) Sick Leave Bank (SLB) is a benefit available to all Harford County teachers who choose to be members. The SLB exists as a safety net for teachers who may encounter catastrophic and incapacitating illnesses and who have exhausted all of their allotted sick and personal business days. The Bank is administered by jointly by HCPS and HCEA and is contained in the negotiated agreement. The day to day operation of the bank is handled by HCEA employees.

The existence of the Sick Leave Bank and participation by a unit member in the Bank does not negate or eliminate any other sick leave policies of Harford County Public School System, nor does it in any way negate the rights of individual unit members who participate in the Bank to other sick leave benefits.

The Sick Leave Bank may only be used for the contributor's own personal illness; it may not be used for illness of other members of the contributor's family, or by the contributor to remain away from his/her position in order to assist a member of his/her family who is ill. The Bank does not cover cosmetic or elective surgery. Complications arising from elective procedures may be eligible if they meet the normal standards for SLB grants.

Eligibility of Membership

Any certificated teacher currently employed by the HCPS may be a member of the SLB. Participation in the Bank is voluntary, but requires contributions to the Bank. Only contributors will be permitted to use the Bank for payment for qualifying incapacitating and catastrophic personal illness occurring on regularly scheduled duty days.

Joining the Bank

Employees must complete the appropriate form and submit it either during the open enrollment period or within thirty (30) days of being hired or returning from a leave of absence. The contribution on the appropriate form will be authorized by the member. Membership will continue from year to year unless canceled in writing by the member during an open enrollment period.

The open enrollment period will be May 1 through May 31 of any given year.

Eligible employees who do not elect to join the Sick Leave Bank at the time all benefits forms are submitted each year will not be permitted to join the bank until the subsequent annual open enrollment period.

Cancellation of Membership in Bank

Members may opt to resign from the bank during the open enrollment **period**.

Eligibility for Drawing Leave

No member shall be considered eligible for compensation through the Sick Leave Bank unless such member was on duty or authorized absence including vacation, holiday or personal days on the duty day preceding the commencement of the disabling illness.

No member shall be required for purposes of maintaining membership status in the Sick Leave Bank, to contribute more sick leave days than other members.

There will be a 60-day waiting period from the first duty day of the following school year for the new Sick Leave Bank members who join during the open enrollment period, during

which time they will not have access to the Sick Leave Bank. The 60-day waiting period will start on the first day of the new school year for those who join during Spring Enrollment. New hires have a 30-day waiting period, during which time they will not have access to the Sick Leave Bank. For new hires, the 30-day waiting period will start their first duty.

Catastrophic and Incapacitating Personal Illness. Regularly scheduled duty days for periods of personal illness, injury or quarantine which is not only prolonged but is also catastrophic and incapacitating and which is not likely to permanently disable the teacher. The Bank may not be used by the contributor to remain away from his/her position in order to assist a family member who is ill.

Psychological. Sick leave for psychological disability may be granted when: a) a problem is certified by a licensed psychiatrist/licensed psychologist; and b) an applicant is enrolled in a rehabilitative program accepted by the Sick Leave Bank Committee.

Pregnancy. Normal pregnancy will not fall under the definition of incapacitating and catastrophic for purposes of qualifying for a grant from the Sick Leave Bank. Normal pregnancy is defined as the nine (9) month period prior to delivery. Applicants are eligible for a grant of ten (10) days for a Caesarian section.

Pre-Existing Conditions. Anyone who joins the Sick Leave Bank with a pre-existing diagnosed condition or illness for which they have received treatment within the last six months, will not be allowed to utilize the Sick Leave Bank for illness resulting from or related to that specific condition until the member has remained ninety (90) days treatment-free or one full year (365 days) in the Sick Leave Bank. For the purposes of this section, "treatment" shall mean any period of hospitalization, doctor's treatment, clinic treatment, surgery, diagnosed procedure or prescription.

Contribution Procedures

Upon enrolling and being accepted, a SLB member will be assessed one sick leave day from those currently available to him or her. Should a member who is currently enrolled in the SLB not have sufficient leave available for an assessment the member will be allowed to continue enrollment in the SLB and once leave is available the member will be assessed any outstanding assessments owed to the bank.

The bank will continue to evaluate the program on a regular basis and make adjustments necessary in order to ensure the solvency of the bank and the quality of the protection it affords to members. In addition, should the number of days in the bank fall below one thousand eight hundred (1,800) days on March 1" of each year an assessment will occur during the following school year. Should there be a need for an assessment

member will be notified prior or during the opening enrollment period.

Upon enrolling and being accepted, a SLB member will be assessed one sick day from those currently available to him or her. The bank will continue to evaluate the program on a regular basis and make adjustments necessary in order to ensure the solvency of the Bank and the quality of the protection it affords to members. Should there be a need for an assessment, the members will be notified prior or during the opening enrollment period.

Procedures to Draw from The Bank

The maximum number of Sick Leave Bank days that can be granted in any one fiscal year will be no more than the number of days left in the school year.

In no event will a member receive more than a lifetime total of 190 days of Bank Leave while employed by the Harford County Public School System. Teachers in their first year of employment have a limit of 90 days of Sick Leave Bank utilization. Thereafter, eligible participants shall have a limit of up to 190 days (lifetime), including any Sick Leave Bank time utilized the first year.

In order to receive a grant from the Sick Leave Bank, the member must first be absent for (5) five consecutive duty days for the existing condition. An approved grant would become effective on the first unpaid duty day following the (5) consecutive days of absence and the exhaustion of all available paid leave.

Sick Leave Bank grants shall be in units of not more than 30 duty days.

Grants from the Bank shall not exceed 30 duty days or the member's remaining duty days for that year if the duty days are less than 30.

If a member does not use all of the days granted from the Bank, the unused Sick Leave Bank days will be returned to the Bank.

Members who draw from the Bank must be current in their assessment of sick days.

It must be noted that the Sick Leave Bank cannot grant more days than it has on deposit. Bank grants will not automatically be carried over from one Sick Leave Bank year to another. All Bank grants will end as of the last duty day of the Bank year and must be renewed through the Committee each year.

All requests to draw upon the Bank must be made upon an authorized Sick Leave Bank Request Form and submitted to HCEA within 30 calendar days of the first date bank usage is requested. All information must be provided or the form will be returned and no action

will be taken until it is resubmitted with all required information.

All requests to draw upon the Bank must be accompanied by the Sick Leave Bank Physician's Statement Form confirming the cause of illness or confinement and certifying existence of an incapacitating or catastrophic illness or disability. Dates of the intended leave must be specified. The form must be personally signed by the physician. The Sick Leave Bank Committee will not honor any physician's statement unless it is on the official Sick Leave Bank Physician's Statement Form and is an original. Copies of these forms will not be accepted.

An applicant may be required to undergo a medical review by a physician of the Committee's choice at any time at the member's expense. This physician's report is to be sent directly to the Committee on the Sick Leave Bank Physician's Statement Form before the Committee may act upon the unit member's application for a grant from the Sick Leave Bank. Extension or renewals of each 30 day grant shall require a new up-to-date Sick Leave Bank Physician's Statement.

When a contributor has been incapacitated, his/her application may be submitted to the Committee by his/her agent or family.

A request for a meeting with the applicant may be requested by the Sick Leave Bank Committee for purposes of clarification.

All decisions made by the HCEA Sick Leave Bank Committee are final.

The Sick Leave Bank Committee shall have the authority and responsibility of receiving requests, verifying the validity of requests, approving or denying requests and communicating its decision to the member and the Harford County Public Schools Office of Human Resources and the Payroll Department.

Confidentiality of Actions: All records, proceedings and actions of the Sick Leave Bank Committee and all other parties privy to the records, proceeding and actions shall be held in strictest confidence.

Workers' Compensation. In cases where a member requesting leave from the Sick Leave Bank may be eligible for Workers' Compensation benefits, the member requesting the sick leave shall initiate timely action through the Workers' Compensation Commission or lose all rights to Sick Leave Bank coverage for absence related to that illness or injury.

In cases where a member applies for and is eligible for Workers' Compensation benefits, leave from the Sick Leave Bank will be adjusted so that when combined with the Workers' Compensation benefits, it equals, but does not exceed, the member's regular net salary.

Disability Retirement

When the Sick Leave Bank Committee may reasonably presume that an applicant for a grant or an extension of a grant may be eligible for disability retirement benefits from the Maryland State Retirement Systems and/or Social Security, the Committee will require the member to apply for disability benefits. Submission for the application for disability retirement and the necessary supporting medical documentation to the HCPS Human Resources Department must be made within 20 calendar days from the date of issuance of the request by the Sick Leave Bank Committee in order for the member to continue to be eligible for a Sick Leave Bank grant.

When disability retirement is approved by the MSRS Board of Trustees and/or the Social Security Administration, any grant from the HCEA Sick Leave Bank that has been approved will automatically cease at the end of the month in which the disability was approved. Any remaining days will be returned to the Sick Leave Bank.

If disability retirement is denied by the Retirement Systems, the Sick Leave Bank Committee and the HCPS must be notified immediately by the member. A Sick Leave Bank recipient may lose his/her eligibility for a grant for each day the Sick Leave Bank Committee is not notified after the Sick Leave Bank member has received his/her denial. If a denial is received from the MSRS, the Sick Leave Bank Committee will review the doctor reports submitted to the MSRS, and it will determine whether benefits should continue, cease, or whether there is a need for another medical opinion at the applicant's expense.

Grant Extensions

After an applicant has drawn and used a grant from the Bank, he/she shall be required to provide a new up-to-date Sick Leave Bank Request Form and an up-to-date Sick Leave Bank Physician's Statement Form. The new application must be filed within the guidelines. Applicants must submit requests for extension of Bank Leave grants five workdays before their current grant expires.

Applications for extensions of grants will not be considered unless accompanied by a new up-to-date statement from the physician.

Loss of Right to Use Sick Leave Bank

A member of the Sick Leave Bank will lose the right to use benefits of the Sick Leave Bank through:

- Termination of employment with the Harford County Public School System. This becomes effective as of the last day of employment.
- Employment with another employer or self-employed. Approval of a bank loan is automatically and immediately rescinded upon verification by the Sick Leave Bank Committee that the applicant is employed, including part-time and/or self-employment.

- Loss of Certification. A person is no longer eligible for membership in the Sick Leave Bank if they lose their certification.
- The member's suspension without pay or any illness occurring during the period of suspension. In the event that the suspension is overturned, Sick Leave Bank benefits will be retroactively reinstated.
- The member's voluntary cancellation during Open Enrollment, of his/her membership in the Sick Leave Bank as of the effective date of cancellation.
- The member's abuse or misuse of the rules of the Sick Leave Bank.
- The member's placement on an approved leave of absence for other than personal illness.
- Bank grants shall not be authorized for illness or disability for which the member is eligible for any disability retirement payment.

Sick Leave Bank Committee

The SLB Committee consists of three HCEA members named by the HCEA President and three representatives of HCPS named by the Superintendent.

Daily administration of the SLB is the responsibility of the HCEA office staff and the HCEA President.

All forms for application for participation in the Bank, grant request forms, and cancellation shall be available at the HCEA office, the Harford County Public School Human Resources office, and at each school office. These forms shall be sent to any eligible employee and/or member at his/her request.

**ARTICLE XII
Extended Leaves of Absence**

- 12.1 The Board of Education may grant leaves of absence for 1) personal illness; 2) maternity (including adoption); 3) study; 4) military service; and 5) illness of a member of the immediate family. Leaves for the first four of these reasons protect the teacher's right to apply for disability retirement, to continue to qualify for the death benefit in the retirement system, to be reemployed by the local school system in an appropriate position as soon as a vacancy occurs after the request for reinstatement, and to unused accumulated sick leave provided he or she applies for reappointment prior to the termination of his or her leave. When a teacher requests reassignment from a leave of absence, and due to a reduction in force there are teachers on a recall list for the same kind of teaching assignment the teacher left, the teacher on leave will be placed on the recall list according to the length of continuous service he or she has

had with Harford County Public Schools.

Leaves of absence are without pay and are generally granted for no more than one (1) year.

- 12.2 In Harford County, the requirement to be eligible for a leave of absence is that the teacher must be a tenured teacher.
- 12.3 Since the Maryland Retirement Systems do not recognize a leave for illness in the immediate family, such a leave provides for reemployment by the local school system and to unused accumulated sick leave provided he or she applies for reappointment prior to the termination of his or her leave.
- 12.4 A tenured teacher finding it necessary to request a leave of absence should make written application to the Superintendent stating the reason, date he or she wishes it to become effective, and the number of months desired.
- 12.5 **Leave of Absence for Maternity.** Sick leave is granted for disability due to maternity. An employee using sick leave for disability due to maternity must return to work as soon as she is physically able or a tenured teacher may request a leave of absence to protect employment and retirement benefits.

The need for and the time involved for absence due to disability for maternity shall be based upon the particular medical circumstances of the employee and the requirements of her employment. An employee may be required to submit a doctor's certificate establishing the medical need for absence and the time involved in the absence. The employee may also be required to submit a doctor's certificate stating that the employee is able to perform her regular teaching duties.

A tenured teacher has the option of requesting a leave of absence for maternity prior to or at the conclusion of her disability. However, if an employee elects to request a leave of absence prior to her disability, she will not be granted sick leave during the leave of absence. Her unused sick leave will be held in abeyance until such time as she returns to active service.

A teacher who is on a leave of absence for maternity will be reemployed in an appropriate position as soon as a vacancy occurs after the request for reinstatement.

- 12.6 **Paternity Leave.** A teacher who wishes to take leave related to the birth of his child shall be eligible to receive unpaid leave for up to six (6) calendar weeks without pay. The teacher granted such leave shall return to his same position providing he returns by the end of the approved absence. If the employee's spouse is an employee of the

Board of Education, the husband and wife shall be limited to a cumulative total of twelve (12) weeks of unpaid leave in connection with the birth of an individual child.

- 12.7 **Adoption Leave.** A teacher adopting a child shall be eligible to receive unpaid leave for up to six (6) calendar weeks without pay. The teacher granted such leave shall return to his/her same position providing he returns by the end of the approved absence. If the employee's spouse is an employee of the Board of Education, the husband and wife shall be limited to a cumulative total of twelve (12) weeks of unpaid leave in connection with the adoption of an individual child. Family and Medical Leave Act procedures regarding adoption can be found in HCPS Employee Handbook.

ARTICLE XIII Sabbatical Leaves

- 13.1 A teacher holding a professional certificate with seven (7) or more consecutive years of satisfactory, active service in Harford County Public Schools may be granted a sabbatical leave of absence for the purpose of furthering professional growth by means of graduate study or other means approved by the Superintendent. Previous leaves of absence will be considered as not causing the teacher to lose years of service credit prior to that leave. Leave time itself, in all cases, will not be regarded as active service insofar as determining the seven (7) year sabbatical leave eligibility requirement.
- 13.2 Sabbatical leaves may be granted for study or research (and travel if in conjunction with the study or research) that will be of service to the individual and to the schools and pupils of Harford County.
- 13.3 Sabbatical leave may be granted for not less than one (1) full semester or more than one (1) full year.
- 13.4 Any teacher to whom a sabbatical leave is granted shall be required, as a condition of accepting the leave, to return to the service of the Harford County Public Schools for at least two (2) years immediately following the expiration of the leave. Should the teacher not return to the service of Harford County, he or she will be required to refund the salary granted for sabbatical leave.
- 13.5 Applications for sabbatical leave must be filed with the Superintendent by April 1, prior to the school year for which it is requested with a proposed plan of study or research to which the time spent on leave will be devoted. After approval, any change of plan must be requested in writing and approved in advance.

- 13.6 The applicant for sabbatical leave for study shall complete at least 24 semester units of upper division or graduate work during the sabbatical year. It will generally be expected that not less than 12 semester units shall be completed during each semester. If travel or extensive research is involved, a lesser total number of semester hours may be considered if approved by the college advisor. Transcripts or other evidence of completion shall be submitted to the Superintendent's Office within 30 days of the teacher's return to duty.
- 13.7 A sabbatical leave for travel will only be considered when the travel is in conjunction with an organized program of study or research. Application for leave shall include, in general terms, an itinerary of the proposed objectives of the study or research of which the travel is a part. Upon completion of the leave and within 30 days of the teacher's return to duty, a detailed itinerary and written report of not less than 1,500 words shall be submitted to the Superintendent's Office setting forth the teacher's reactions to the travel and a statement of the benefit to the schools and the pupils of Harford County. A description of the travel will not satisfy this requirement.
- 13.8 Compensation While on Sabbatical Leave. Compensation while on sabbatical leave shall be one-half (1/2) salary in accordance with the provision of the Harford County salary schedule in effect during the period of the leave.
- 13.9 In the event a teacher on sabbatical leave receives extra monies through any type of grant, the combined amount of those monies and the sabbatical leave allowance shall not exceed the amount of money this teacher would have received as a staff member for the school year in which the sabbatical leave has been granted. In cases where the combined monies exceed the regular salary, as outlined above, the sabbatical leave salary will be reduced accordingly.
- 13.10 Teachers receiving the support of a sabbatical leave will not be eligible to receive the usual payment for partial reimbursement for graduate studies.
- 13.11 Salary for sabbatical leave will be paid the teacher while on leave of absence in the same manner as if the teacher were on duty in Harford County, upon the furnishing by the teacher of a surety bond indemnifying the Board against loss in the event that the teacher fails to render at least two (2) years' service after return from his or her leave of absence. Such bond shall be exonerated in the event that failure of such teacher to return and render two (2) years' service is caused by the death or physical or mental disability of the teacher.

- 13.12 **Effect of Sabbatical Leave on Salary Increments, Retirement, and Sick Leave Accumulation.** The teacher's normal percentage rate of deduction for retirement purposes shall be applied to the actual salary received. The sabbatical leave year is counted as a year of service and experience on the salary schedule. There will be no sick leave accumulation for time spent on sabbatical leave.
- 13.13 **Provision for Health Insurance.** When a teacher is placed on a Board approved sabbatical leave of absence, he or she may continue to participate in the group program of health insurance and life insurance on the same basis as that of a full time teacher.
- 13.14 **Return to Service.** At the expiration of the sabbatical leave of absence, the teacher shall be assigned to a position of equal status but no guarantee can be given that it will be the same position he or she occupied at the time the leave was granted.
- 13.15 **Accident and Illness on Sabbatical Leave.** Interruption of a program of study or travel while on sabbatical leave, caused by serious illness or accident, evidence of which is satisfactory to the Superintendent and the Board shall not be held against a teacher with regard to the fulfillment of the condition regarding study or travel under which the leave is granted, nor affect the amount of compensation to be paid the teacher while on leave, provided, however, that the Superintendent has been promptly notified of such accident or illness. In the case of such accident or illness while on sabbatical leave, notification shall be made by registered letter, within 30 days of the time of the onset of the illness.

ARTICLE XIV Insurance

- 14.1 The Board will provide for group life insurance and for group accidental death and dismemberment insurance in an amount that will match the individual's salary rounded to the nearest \$1,000 based upon the salary schedules. This amount will not be changed during the year. A teacher may purchase a matching amount of insurance in both categories at full cost (100%) to the teacher. The Board will make payment for a full twelve-month period commencing July 1, and ending June 30.

Benefits Advisory Committee – The Board agrees to establish a Benefits Advisory Committee to provide input into maintaining quality and affordable benefits. It is understood that the recommendations of the committee do not constitute negotiations and are only advisory.

The focus of this committee shall be to:

- a) Make recommendations on cost containment strategies

- b) Study, discuss, and recommend possible plan design changes
- c) Develop strategies to educate employees regarding benefit plans.

The Benefits Advisory Committee will meet at least six (6) times per year. The committee will report to the Board on its work in public session on an annual basis. A copy of the report will be forwarded to the HCEA President for possible negotiations.

The composition of the committee will include up to three (3) representatives appointed by and representing the Board, one (1) representative from the Association appointed by the President who is a current employee and enrolled in the HCPS health plan or the President may appoint himself/herself, (1) representative from each of the four (4) other employee groups appointed by their President or the President may appoint himself/herself, and one (1) person representing the retired employee's association. Neither the Board's or Association's committee representative(s) shall serve simultaneously as a member of a negotiating team.

The Association representative appointed to the committee shall be released from school duties, if necessary, for meetings of the committee without loss of salary whenever it is jointly decided to hold such meetings during the school day.

Operational ground rules for the Benefit's Advisory Committee will be established by the members of the committee.

14.2 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 HMO plan at a 95% /5% premium split
- A Triple Health Option plan at a 85/15 premium split

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 Provide Dental Insurance. The benefit period maximum for dental services shall be \$1500.

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.

The Board will make available for the duration of the Agreement the opportunity for employees, who are eligible for health insurance, to participate in a Flexible Spending

Account Plan (FSA). Employees enrolled in this Plan will be allowed to contribute up to the maximum amount allowable by law for the payment of non-covered medical expenses and for dependent care costs on a pre-tax basis. Employees enrolled in the Flexible Spending Account Plan will be allowed to contribute up to the maximum amount allowable by law for the payment of non-covered medical expenses.

The Board shall make available to eligible employees and their eligible family members, at no cost, an Employee Assistance Plan (EAP). The EAP made available to employees shall include the following components:

General Counseling	Stress
Relationship Issues	Anxiety
Parenting Issues	Financial Issues
Grief and Loss	Childcare Issues
Addiction	Caring for an Elderly Parent

In the event that an eligible employee seeks assistance from the EAP for a work-related stress issue, the contact person for the EAP shall be instructed to direct such inquiries to the Association in the first instance. In the event the Board wishes to add or delete services or to reduce the level of services provided to employees during the term of this Agreement, the Board shall notify the Association of its desire to negotiate such changes. Employee participation in and/or referral to the EAP shall be voluntary and confidential, except as to any disclosures required by applicable law. All personal treatment records generated as a result of an eligible individual's utilization of the EAP shall be maintained by the service provider and shall not be shared with the Board unless otherwise authorized by the eligible employee or the covered dependent, or by operation of applicable law. The contact person for the EAP services to be made available under this Agreement shall not be employed by the Board of Education.

- 14.3 **Board's Rate of Contribution** - The Board's rate of contribution to the coverage made available in 14.1 is 90% of the total premium. The Board's rate of contribution applicable to the coverage made available under 14.2 shall be 90% of the total premium for dental insurance.
- 14.4 **Board's Rate of Contribution – Part-Time Employees.** Effective July 1, 2012, Board contributions to all health and dental plans for teachers hired or transferred into part-time positions of less than 25 hours a week will be 50% of the Board's contribution for full time employees identified in this article.
- 14.5 All benefits provided under Maryland law for employees injured during and as a result of their work including death, injury, hospitalization, and medical and weekly

disability payments, and lump sum awards, are available through a standard Workers' Compensation policy.

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Employees who are injured on the job and who qualify for weekly disability payments through Workers' Compensation will receive their salary, less the amount of the disability payments for up to 20 duty days. Employees may then use their accumulated sick leave in order to maintain their full salaries. After the 20th day of absence, one-third day of sick leave will be deducted for each day compensated by Workers' Compensation to maintain an employee's full salary.

- 14.6 All employees of the Harford County Public Schools must meet the requirements for medical screening for tuberculosis as established by the Harford County Department of Health. An appropriate skin test, as provided by the school system, will be made available to teachers free of charge.
- 14.7 Additional Benefits – The Board may provide additional benefits to employees for which participation is voluntary. The additional benefits must be mutually agreed upon by the Board and Association.

Benefit Plan Resources

For the most current information, please consult the providers' websites or contact Customer Services:

Important Resources	Member Services Telephone Number	Web or Claims Mailing Address	
CareFirst BlueCross BlueShield Medical Claims	800-628-8549	carefirst.com	Mailroom Administrator PO Box 14651 Lexington, KY 40512
Mental Health	800-972-0716		
CVS Caremark	800-241-3371		
CVS Mail Order Pharmacy	800-241-3371	carefirst.com/rx	
Delta Dental	800-932-0783	deltadentalins.com	PO Box 2105 Mechanicsburg, PA 17055-2105
Flexible Benefit Administrators, Inc. (FBA)	800-437-3539	flex-admin.com mywealthcareonline.com/fba	
KEPRO (EAP)	866-795-5701	EAPHelplink.com; company code—HCPS	
State Retirement Agency	800-492-5909	sra.state.md.us	
Lincoln Financial Tax Deferred Compensation Plan (457b) (403b)	800-234-3500 Press "0"	hcps.org/departments/humanresources/benefits/retirement.aspx lincolnfinancial.com	
Harford County Public Schools Benefits Office	410-588-5275		
Benelogic	844-796-4086	https://hcps.benelogic.com	
Employee Incentives		https://hcps365.sharepoint.com/sites/HumanResources/Staffing/RecruitmentandRetention/default.aspx	



Harford County Board of Education Medical Benefits Options

Effective for Plan Year July 1, 2018 – June 30, 2019

Medical Benefits Options

Effective for plan year July 1, 2018–June 30, 2019

The Benefits	BlueChoice HMO OpenAccess BlueChoice Providers	Level 1 BlueChoice Providers
	DEDUCTIBLE—CONTRACT YEAR JULY 1–JUNE 30	\$100 Individual / \$200 Family aggregate (does not apply to Rx benefits)
MEDICAL OUT-OF-POCKET MAXIMUM	None	\$1,200 Individual /\$2,400 Family (combined in- and out-of-network)
LIFETIME MAXIMUM	Unlimited	Unlimited
HOSPITAL		
Hospital Room/Semi-Private*	100% AB	365 days at 100% AB
Skilled Nursing Facility*	100% AB (limited to 60 days/contract year)	100% AB
Inpatient Rehabilitation*	100% AB (limited to 60 days/contract year)	100% AB
Outpatient Surgery	100% AB	100% AB
Emergency Care**	Emergency Room—\$50 copay, (waived if admitted) Urgent Care Center—\$30 copay	Emergency Room—\$50 copay, (waived if admitted) Urgent Care Center—\$15 copay
PHYSICIAN SERVICES		
Surgeon	100% AB	100% AB
Assistant Surgeon	100% AB	100% AB
Anesthesiologist	100% AB	100% AB
In-Hospital Medical	100% AB	100% AB
MEDICAL SERVICES		
Office Visits	\$10 PCP/\$15 Specialist copay	\$10 PCP/\$15 Specialist copay
Outpatient Facility	100% AB	100% AB
Outpatient Physician	\$10 PCP/\$15 Specialist copay	\$10 PCP/\$15 Specialist copay
Diagnostic X-rays	100% AB	100% AB
Radiation Therapy	\$15 Specialist copay	100% AB
Chemotherapy	\$15 Specialist copay	100% AB
Laboratory Tests	100% AB (LabCorp only)	100% AB (LabCorp only)
Allergy Testing	\$10 PCP/\$15 Specialist copay	100% AB
Allergy Treatment/Injections	\$10 PCP/\$15 Specialist copay	100% AB

AB = Allowed Benefit

This chart contains highlights only and is subject to change. The specific terms of coverage, exclusions and limitations are contained in the Summary Plan Description, the Group Benefit Guide or the Group Service Agreement. AB—Allowed Benefit. AWP—Average Wholesale Price.

Medical Benefits Options

Triple Option		CareFirst BlueCross BlueShield Preferred Provider Organization CORE	
Level 2 BlueCross BlueShield PPO Providers	Level 3 Participating and Non-participating Providers	In-network BlueCross BlueShield PPO Providers	Out-of-network Participating and Non-participating Providers
None	\$200 Individual \$400 Family aggregate (Deductible applies to all services unless otherwise noted.)	\$100 Individual / \$200 Family aggregate (Deductible applies to all services unless otherwise noted.)	\$300 Individual / \$600 Family aggregate (Deductible applies to all services unless otherwise noted.)
\$1,200 Individual / \$2,400 Family (combined in- and out-of-network)		\$2,400 Individual / \$4,800 Family (combined in- and out-of-network)	
		Unlimited	
365 days at 100% AB	365 days at 80% AB	365 days at 90% AB	365 days at 70% AB
100% AB	80% AB	90% AB	70% AB
100% AB	80% AB	90% AB	70% AB
100% AB	80% AB	90% AB	70% AB
Emergency Room—\$50 copay, (waived if admitted); Urgent Care Center—\$20 copay	Emergency Room—\$50 copay, (waived if admitted); Urgent Care Center—80% AB	Emergency Room—\$75 copay (waived if admitted) Urgent Care Center—\$20 copay	Emergency Room—\$75 copay (waived if admitted) Urgent Care Center—70% AB
100% AB	80% AB	90% AB	70% AB
100% AB	100% AB (no deductible)	90% AB	90% AB
100% AB	100% AB (no deductible)	90% AB	90% AB
100% AB	80% AB	90% AB	70% AB
\$15 PCP/\$20 Specialist copay	80% AB	\$15 PCP / \$20 Specialist copay (no deductible)	70% AB
100% AB	80% AB	100% AB	70% AB
\$25 copay	80% AB	\$25 copay	70% AB
100% AB	100% AB inpatient, waive deductible 80% AB outpatient	90% AB	90% AB inpatient / 70% AB office
100% AB	80% AB	90% AB	70% AB
100% AB	80% AB	90% AB	70% AB
100% AB	100% AB inpatient (no deductible) 80% AB outpatient	90% AB	90% AB inpatient / 70% AB office
100% AB	80% AB	90% AB	70% AB
100% AB	80% AB	90% AB	70% AB

* Precertification required or penalties may apply.

** Overnight stays for observation are not considered an inpatient admission.

Medical Benefits Options

The Benefits	BlueChoice HMO OpenAccess BlueChoice Providers	Level 1 BlueChoice Providers
	MEDICAL SERVICES (CONTINUED)	
Physical, Speech and Occupational Therapy (combined visits)	\$15 Specialist copay; 60 visit maximum per condition per contract year combined with speech and occupational therapy	\$15 Specialist copay; 100 visit maximum per contract year combined with speech and occupational therapy
Chiropractic Care (Spinal Manipulation)	\$15 Specialist copay	\$15 Specialist copay
Acupuncture	Not covered	\$15 Specialist copay
PREVENTIVE CARE		
Well Child Care/Immunization	100% AB (no deductible)	100% AB
Routine Physical Exam	100% AB (no deductible)	100% AB
Breast Cancer Screening/ Routine Mammography	100% AB (no deductible)	100% AB
Prostate Cancer Screening	100% AB (no deductible)	100% AB
Routine Gynecological Exam (one per contract year)	100% AB (no deductible)	100% AB
Eye Exams	\$10 copay per annual visit no-referral (Davis Vision provider)	\$10 copay per annual visit no-referral (Davis Vision provider)
Eye Glasses/Lenses/Contact Lenses	Discounts available; See pages 26–27	Discounts available; See pages 26–27
SPECIAL SERVICES		
Durable Medical Equipment	100% AB	100% AB
Home Health Care Visits*	100% AB	100% AB
Hospice*	100% AB	100% AB
Maternity Care (Pre/Post/ Delivery)	100% AB	100% AB
Nursery Care (Must be enrolled within 30 days)	100% AB	100% AB
Infertility Services	Pre-approval required Artificial Insemination—50% copayment of charges; In Vitro Fertilization—50% copayment of charges (limited to 3 attempts per live birth not to exceed a maximum lifetime limit of \$100,000)	Pre-approval required Artificial Insemination—100% copayment of charges; In Vitro Fertilization—100% copayment of charges (limited to 3 attempts per live birth not to exceed a maximum lifetime limit of \$100,000)
Lapband Benefits	100% AB	100% AB
Surgical Treatment for Morbid Obesity (Gastric Bypass)	Not Covered	Not Covered

AB = Allowed Benefit

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Medical Benefits Options

Triple Option		CareFirst BlueCross BlueShield Preferred Provider Organization CORE	
Level 2 BlueCross BlueShield PPO Providers	Level 3 Participating and Non-participating Providers	In-network BlueCross BlueShield PPO Providers	Out-of-network Participating and Non-participating Providers
\$20 Specialist office; \$25 OP Facility; \$25 OP Professional; 100 visit maximum per contract year (occupational/speech combined in- and out-of-network)	80% AB; 100 visit maximum per contract year (occupational/speech combined in- and out-of-network)	\$20 Specialist copay; \$25 OP Facility, \$25 OP Professional (no deductible); 100 visit maximum per contract year (occupational/speech combined in- and out-of-network)	70% AB; 100 visit maximum per contract year (occupational/speech combined in- and out-of-network)
\$20 Specialist copay	80% AB	\$20 Specialist copay	70% AB
\$20 Specialist copay	80% AB	\$20 Specialist copay	70% AB
100% AB	80% AB	100% AB (no deductible)	70% AB
100% AB	80% AB	100% AB (no deductible)	70% AB
100% AB	100% AB (no deductible)	100% AB (no deductible)	100% AB (no deductible)
100% AB	100% AB (no deductible)	100% AB (no deductible)	100% AB (no deductible)
100% AB	80% AB	100% AB (no deductible)	70% AB
\$10 copay per annual visit no-referral (Davis Vision provider)		No Benefit	No Benefit
Discounts available; See pages 26–27		No Benefit	No Benefit
100% AB	80% AB	90% AB	70% AB
100% AB	80% AB	90% AB	70% AB
100% AB	100% AB (no deductible)	90% AB	70% AB
100% AB	80% AB	100% AB (no deductible)	70% AB
100% AB	80% AB	90% AB	70% AB
Artificial Insemination—100% AB, pre-approval required; In Vitro Fertilization—100% AB, pre-approval required; (limited to 3 attempts per live birth not to exceed a maximum lifetime limit of \$100,000)	Artificial Insemination—80% AB, pre-approval required; In Vitro Fertilization—80% AB, pre-approval required; (limited to 3 attempts per live birth not to exceed a maximum lifetime limit of \$100,000)	Artificial Insemination – 90% AB, pre-approval required; In Vitro Fertilization – 90% AB, pre-approval required; (limited to 3 attempts per live birth not to exceed a maximum lifetime limit of \$100,000)	Artificial Insemination – 70% AB, pre-approval required; In Vitro Fertilization – 70% AB, pre-approval required; (limited to 3 attempts per live birth not to exceed a maximum lifetime limit of \$100,000)
100% AB	80% AB	90% AB	70% AB
Not Covered	Not Covered	Not Covered	Not Covered

* Precertification required or penalties may apply.

** Mandatory generic substitution—see the CareFirst Drug Program section on page 21.

Medical Benefits Options

The Benefits	BlueChoice HMO OpenAccess BlueChoice Providers	Level 1 BlueChoice Providers
	SPECIAL SERVICES (CONTINUED)	
Ambulance When Medically Necessary (surface, air, private, and public)	100% AB	100% AB
Hearing Exam	\$15 copay	\$15 copay
Hearing Aids (one per hearing impaired ear every 36 months)	100% AB	100% AB
MENTAL HEALTH AND SUBSTANCE ABUSE SERVICES	(administered by Magellan Behavioral Health)	(administered by Magellan Behavioral Health)
Inpatient Care*	100% AB	100% AB
Outpatient Facility	100% AB	100% AB
Office Visits	\$10 copay	\$10 copay
PRESCRIPTION DRUGS		
Prescription Drug Out-of-Pocket Max.	\$6,600 Individual / \$13,200 Family	\$5,400 Individual / \$10,800 Family
Retail Prescription Drug**	\$5 copay – Generic drug (Tier 1) \$15 copay – Preferred Brand (Tier 2) \$35 copay – Non-preferred Brand (Tier 3) Maintenance drugs: 90 day supply, 3 times retail copay: \$15 copay – Generic drug (Tier 1) \$45 copay – Preferred Brand (Tier 2) \$105 copay – Non-preferred Brand (Tier 3)	\$10 copay Generic drug (Tier 1) \$25 copay Preferred Brand (Tier 2) \$40 copay Non-preferred Brand (Tier 3) (Maintenance medication up to 90 day supply 1X copay)
Mail Order Drug**	CVS Caremark Mail Order – 2X retail copay – up to 90 day supply \$10 copay – Generic drug (Tier 1) \$30 copay – Preferred Brand (Tier 2) \$70 copay – Non-preferred Brand (Tier 3)	CVS Caremark Mail Order Prescription Program for maintenance medication \$20 copay — Up to 90 day supply
Oral Contraceptives**	100% AB	100% AB
Diabetic supplies	100% AB	100% AB

AB = Allowed Benefit

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Medical Benefits Options

Triple Option		CareFirst BlueCross BlueShield Preferred Provider Organization CORE	
Level 2 BlueCross BlueShield PPO Providers	Level 3 Participating and Non-participating Providers	In-network BlueCross BlueShield PPO Providers	Out-of-network Participating and Non-participating Providers
100% AB	100% AB (no deductible)	90% AB	90% AB
\$20 copay	80% AB	\$20 copay (no deductible)	70% AB
100% AB	80% AB	90% AB	70% AB
(administered by Magellan Behavioral Health)		(administered by Magellan Behavioral Health)	
100% AB	80% AB	90% AB	70% AB
100% AB	80% AB	90% AB	70% AB
\$15 copay	80% AB	\$15 copay (no deductible)	70% AB
\$5,400 Individual / \$10,800 Family		\$4,200 Individual / \$8,400 Family	
\$10 copay Generic drug (Tier 1) \$25 copay Preferred Brand (Tier 2) \$40 copay Non-preferred Brand (Tier 3) (Maintenance medication up to 90 day supply 1X copay)		\$10 copay Generic drug (Tier 1) \$25 copay Preferred Brand (Tier 2) \$40 copay Non-preferred Brand (Tier 3) Maintenance medication up to 90 day supply 2X copay: \$20 copay – Generic drug (Tier 1) \$50 copay – Preferred Brand (Tier 2) \$80 copay – Non-preferred Brand (Tier 3)	
CVS Caremark Mail Order Prescription Program for maintenance medication \$20 copay — Up to 90 day supply		CVS Caremark Mail Order Prescription Program for maintenance medication 1X copay – Up to 90 day supply \$10 copay – Generic drug (Tier 1) \$25 copay – Preferred Brand (Tier 2) \$40 copay – Non-preferred Brand (Tier 3)	
100% AB		100% AB	
100% AB		100% AB	

* Precertification required or penalties may apply.

** Mandatory generic substitution—see the CareFirst Drug Program section on page 21.

Plan Benefit Highlights for: Harford County Public Schools
Group No: 00528 - PPO - Comprehensive

DELTA DENTAL PPOSM
BENEFIT HIGHLIGHTS

Eligibility	Primary enrollee, spouse and eligible dependent children to the end of the month dependent turns age 26			
Deductibles Deductibles waived for Diagnostic & Preventive (D & P) and Orthodontics?	Delta Dental PPO dentists: \$25 per person / \$50 per family each plan year Non-Delta Dental PPO dentists: \$50 per person / \$150 per family each plan year			
	Yes			
Maximums D & P counts toward maximum?	\$1,500 per person each plan year			
	No			
Waiting Period(s)	Basic Benefits None	Major Benefits None	Prosthodontics None	Orthodontics None
Benefits and Covered Services*	Delta Dental PPO dentists**		Non-Delta Dental PPO dentists**	
Diagnostic & Preventive Services Exams, cleanings, x-rays and sealants	100 %		65 %	
Surgical Removal of Impacted Teeth	100 %		65 %	
Basic Services Fillings, denture repair/relining, stainless steel crowns, bridges, bridge recementation/repair and posterior composite restorations	80 %		50 %	
Endodontics (root canals) Covered Under Basic Services	80 %		50 %	
Periodontics (gum treatment) Covered Under Basic Services	80 %		50 %	
Oral Surgery Covered Under Basic Services	80 %		50 %	
Major Services Crowns, inlays, onlays and cast restorations	50 %		30 %	
Prosthodontics Dentures	50 %		30 %	
Implants Covered <u>only</u> as an alternative to a fixed bridge	80 %		50 %	
Orthodontic Benefits Dependent children to age 19	50 %		50 %	
Orthodontic Maximums	\$800 Lifetime		\$800 Lifetime	

* Limitations or waiting periods may apply for some benefits; some services may be excluded from your plan. Reimbursement is based on Delta Dental maximum contract allowances and not necessarily each dentist's submitted fees.

** Reimbursement is based on PPO contracted fees for PPO dentists, PPO contracted fees for Premier dentists and PPO contracted fees for non-Delta Dental dentists.

Delta Dental of Pennsylvania One Delta Drive Mechanicsburg, PA 17055	Customer Service 800-932-0783	Claims Address P.O. Box 2105 Mechanicsburg, PA 17055-6999
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deltadentalins.com

This benefit information is not intended or designed to replace or serve as the plan's Evidence of Coverage or Summary Plan Description. If you have specific questions regarding the benefits, limitations or exclusions for your plan, please consult your company's benefits representative.

HLT_PPO_2COL_DDP (Rev. 4/17/2017)

Plan Benefit Highlights for: Harford County Public Schools
Group No: 00528 - PPO Plus Premier - Standard

Eligibility	Primary enrollee, spouse and eligible dependent children to the end of the month dependent turns age 26		
Deductibles	\$25 per person / \$50 per family each plan year		
Deductibles waived for Diagnostic & Preventive (D & P)?	Yes		
Maximums	\$1,500 per person each plan year		
D & P counts toward maximum?	No		
Waiting Period(s)	Basic Benefits None	Major Benefits None	Prosthodontics None

Benefits and Covered Services*	Delta Dental PPO dentists**	Non-Delta Dental PPO dentists**
Diagnostic & Preventive Services Exams, cleanings, x-rays and sealants	100 %	100 %
Basic Services Fillings, stainless steel crowns and posterior composite restorations	100 %	100 %
Endodontics (root canals)	100 %	100 %
Oral Surgery	100 %	100 %
Periodontics (gum treatment)	0 %	0 %
Major Services Crowns, inlays, onlays and cast restorations	0 %	0 %
Prosthodontics Bridges and dentures	0 %	0 %

* Limitations or waiting periods may apply for some benefits; some services may be excluded from your plan. Reimbursement is based on Delta Dental maximum contract allowances and not necessarily each dentist's submitted fees.

** Reimbursement is based on PPO contracted fees for PPO dentists, Premier contracted fees for Premier dentists and Premier contracted fees for non-Delta Dental dentists.

Delta Dental of Pennsylvania One Delta Drive Mechanicsburg, PA 17055	Customer Service 800-932-0783	Claims Address P.O. Box 2105 Mechanicsburg, PA 17055-6999
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deltadentalins.com

This benefit information is not intended or designed to replace or serve as the plan's Evidence of Coverage or Summary Plan Description. If you have specific questions regarding the benefits, limitations or exclusions for your plan, please consult your company's benefits representative.

CareFirst Drug Program Summary of Benefits

Plan Feature	BlueChoice HMO Open Access	Triple Option	PPO CORE	Description
Deductible	None	None	None	Your benefit does not have a deductible.
Family Deductible Maximum	None	None	None	Your benefit does not have a family deductible maximum.
Preventive Drugs (up to a 34-day supply)	\$0 (not subject to deductible)	\$0 (not subject to deductible)	\$0 (not subject to deductible)	A preventive drug is a prescribed medication or item on CareFirst's Preventive Drug List.*
Oral Chemotherapy & Diabetic Supplies (up to a 34-day supply)	\$0	\$0	\$0	Diabetic supplies include needles, lancets, test strips and alcohol swabs.
Generic Drugs (Tier 1) (up to a 34-day supply)	\$5	\$10	\$10	Generic drugs are covered at this copay level.
Preferred Brand Drugs (Tier 2) (up to a 34-day supply)	\$15	\$25	\$25	All preferred brand drugs are covered at this copay level.
Non-Preferred Brand Drugs (Tier 3) (up to a 34-day supply)	\$35	\$40	\$40	All non-preferred brand drugs on this copay level are not on the Preferred Drug List.* Discuss using alternatives with your physician or pharmacist.
Maintenance Copays (up to a 90-day supply)				Maintenance drugs of up to a 90-day supply are available for twice the copay through Mail Service Pharmacy or retail pharmacy.
Mail Order:				
Generic	\$10	\$20	\$10	
Preferred	\$30	\$20	\$25	
Non-preferred	\$70	\$20	\$40	
Retail:				
Generic	\$15	\$10	\$20	
Preferred	\$45	\$25	\$50	
Non-preferred	\$105	\$40	\$80	
Prior Authorization	Some prescription drugs require Prior Authorization. Prior Authorization is a tool used to ensure that you will achieve the maximum clinical benefit from the use of specific targeted drugs. Your physician or pharmacist must call (800) 294-5979 to begin the prior authorization process. For the most up-to-date prior authorization list, visit the prescription drug website at carefirst.com/rx .			
Mandatory Generic Substitution	If you choose a Non-preferred Brand drug (Tier 3) instead of its Generic equivalent, you will pay the highest copay plus, the difference in cost between the Non-preferred Brand drug and the Generic. If a Generic version is not available, you will only pay the copay.			

ARTICLE XV
Salary

- 15.1 (See Salary Schedule). Each teacher shall be afforded a step increment, as appropriate. The Board of Education will provide \$2,000 additional salary per year to teachers who have achieved National Board Certification.
- 1). All eligible teachers shall receive two (2) step increments, a 2% COLA, and longevity beginning July 1, 2016 subject to Article 2.1 of the negotiated agreement.
 - 2). In the event that Salary proposal in number 1 is not funded, the following contingency will become effective:
 - A). Beginning July 1, 2016, employees will receive one (1) step, a one (1%) percent COLA and longevity.
 - B). Beginning January 1, 2017, employees who are eligible will receive one (1) step, one-half (.5%) percent COLA.
 - 3). Beginning July 1, 2017, employees will receive two (2) steps, a two (2%) percent COLA, longevity, in addition to the previously agreed to 0.5% COLA (Healthcare Agreement 2015).
 - 4). Beginning July 1, 2018, employees will receive two (2) steps, a two (2%) percent COLA, and longevity.
 - 5). Should any other bargaining units or Board of Education employees receive salary adjustments or steps/longevity greater than that presented in item numbers 1 through 4 referenced above, employees in HCEA's bargaining unit shall receive the same adjustments (Me Too Clause).
 - 6). The Board of Education further agrees that if any of the agreed upon COLA and steps/longevity adjustments for FY2017, FY2018 and/or FY2019 are not implemented in full due to funding issues, then the me too clause will also apply to any supplemental negotiations held with respect to the FY2017, FY2018 and/or FY2019 compensation issue.
- 15.2 **Masters Plus 60.** Teachers who earn 30 additional credits beyond a Master's Plus 30 will receive a \$3000 salary differential added to the appropriate step of the Master's Plus 30 Salary Schedule. The additional 30 credits must be approved through a process established by the Board. Teachers who earn a Doctorate shall receive an additional salary differential of \$500.

- 15.3 Teachers with Provisional Certificates and Master's degrees are paid on the provisional salary schedule plus \$200.
- 15.4 Teachers who have completed 19, 24, 29 and 34 years of teaching experience shall receive \$2000 longevity increments at each level.
- 15.5 **Salary for Summer Employment.** The salary of teachers employed in summer school programs instructing students shall be 75% of the daily rate (1/190th) of the regular teacher's annual salary for the schedule effective July 1 of that year.

Upon prior authorization and notification by the Board, teachers utilized as instructors for other teachers shall receive 75% of the per diem rate.

The salary of teachers who are appointed to develop curriculum, participate in staff development and/or school improvement activities shall be \$120 per day.

Salary for professional services will be prorated according to the time required in the assignment with six (6) hours equal to one (1) day, except for some vocational agriculture teachers who may be paid on the basis of seven (7) hours per day.

- 15.6 **Credit for Military Service.** Newly appointed teachers shall receive salary credit up to two (2) years of active service in the Armed Services. Veterans who are employed on a Provisional Certificate who receive two (2) years of salary credit shall have two (2) years to become fully certified.
- 15.7 **General Salary Provisions.** The annual salary of a teacher is earned over the course of the school year and is paid bi-weekly over 22 equal pays. The Board shall direct a portion of the teacher's net pay to a teacher-designated account for purposes of providing summer pay for those teachers who elect to do so. The Board shall direct a portion of the teacher's pay to the Board's approved 403B/457 plan for those teachers who elect to do so.
- 15.8 The annual Employee Salary Notification shall include the following information:
 - a. Teaching Assignment
 - b. Longevity Increment (if applicable)
 - c. Step
 - d. Annual Salary
 - e. Certification Expiration Date
- 15.9 Teachers are required to participate in direct deposit and will be paid according to the HCPS pay schedule. A pay schedule will be published by June 1st for the following fiscal year. Teachers will receive their paystub electronically.

- 15.10 Teachers who are hired on or after March 1 shall be paid per diem for the month of June. The rate shall be determined by dividing the teacher's yearly salary by the number of days of expected teacher attendance for the year and multiplying that quotient by the teaching days in June.
- 15.11 Teachers who resign while school is still in session in the month of June shall be paid in proportion of the month's salary based upon the ratio of days taught in June to the days school is open in June. The same calculation will be used to compute the salary in the case of resignations which become effective in December or during the month of the spring vacation.
- 15.12 Teachers who resign during other school months will be paid the proportion of their biweekly salary based upon days worked and days school was in session for the pay period.
- 15.13 Salary adjustments based upon obtaining a Master's degree, Doctor's degree, an Approved Program of Study beyond the Master's degree or an Advanced Professional Certificate, shall be effective the first of the month following the completion of all the requirements.

ARTICLE XVI

Compensation for Other Duties

- 16.1 **Outdoor Education.** Unit members who participate overnight in the Outdoor Education Program at Harford Glen shall receive \$180 per night.
- 16.2 **Remuneration for Coaching.** Remuneration or compensatory time will be provided for those teachers whose student activities sponsorship and/or coaching of interscholastic athletics extend beyond the regular duty day for several consecutive days or weeks over an extended period of time and limited to those activities listed in this article. The following conditions shall apply:
- 16.3 Assignments will be filled by the most promising qualified candidates who apply for the position. Volunteers will be considered. If there is no acceptable candidate for a position, the most promising, qualified teacher for the position may be assigned and will be expected to serve unless such assignment would result in undue sacrifice.
- 16.4 Teachers shall be notified of their coaching and/or sponsorship activities assignment by no later than July 1. Notice of coaching and/or sponsorship position vacancies which open subsequent to July 1 will be posted in the affected school. Assignments to vacancies

which may exist subsequent to July 1 shall be made in writing prior to the start of the activities. When circumstances preclude the offering of the activity, as referred to herein, notification of the cancellation of the assignment shall be made as soon as feasible.

- 16.5 The specific student activity program and the number of teachers assigned to each activity in each school shall be determined by the principal.
- 16.6 It shall be the responsibility of the principal when assigning these duties to give consideration to the educational objectives of the activities.
- 16.7 The athletic director shall be eligible to coach no more than one (1) sport per year. Exceptions may be authorized only by the Superintendent. No teacher shall be required to coach more than one (1) sport per season.

The duty period assigned to an athletic director will be used, primarily, to perform duties related to the responsibilities of being an athletic director. However, it is understood that there may be times when an athletic director may be assigned to perform other duties.

- 16.8 The total amount of compensation which will be allotted to football coaches for summer coaching will be an amount equal to one (1) day's pay at the summer rate of 75% of salary for the head football coach and one (1) day's pay at the summer rate of 75% of salary for one designated assistant for each day of summer coaching, not to exceed ten (10) days.
- 16.9 Any teacher who is sponsoring or coaching one of these activities and who has been scheduled for appropriate compensatory released time and any teacher who is sponsoring or coaching one of these activities and whose sponsorship or coaching is generally completed during the duty day shall not be eligible for remuneration. (In all cases in question in this paragraph, the principal shall make the determination.)
- 16.10 If two (2) or more teachers are to share the responsibility for student activity sponsorship or coaching in one of the areas indicated, the principal, after consultation with the teachers involved shall state on a written notice of assignment how the allowance is to be divided.
- 16.11 Payment for coaching and sponsorship shall be made in one (1) check at the conclusion of the athletic season or activity and upon the presentation of the appropriate form signed by the principal.
- 16.12 Remuneration for coaching and sponsorship of student activities as defined on the following chart shall increase at a minimum each school year at the same percentage as any cost of living adjustment (COLA) to the teachers' salary schedule that is bargained between the Association and the Board.

HARFORD COUNTY PUBLIC SCHOOLS
COMPENSATION FOR EXTRA DUTY PAY Fiscal Year 2018-2019
Effective: July 1, 2018

Specific Activities	Head	Jr. Varsity Head	Varsity Assistant	General Activities	Compensation-High School	Compensation-Middle School	Compensation-Elementary
Athletic Director	6,335	0	0	Secondary Intramural Director	2,251	1,916	0
Football	3,922	2,942	2,631	Secondary Intramural Director/Asst.	1,359	1,208	0
Basketball (Boys)	3,547	2,662	2,375	High School Band	2,357	0	0
Basketball (Girls)	3,547	2,662	2,375	High School Vocal/Orchestra	1,822	0	0
Wrestling	3,547	2,662	2,375	Yearbook/Forensics/H.S. Newspaper	1,411	945	0
Track/Field (Boys)	2,792	2,094	1,870	Dramatics**	2,417	1,620	798
Track/Field (Girls)	2,792	2,094	1,870	School Literary Publication	1,310	878	431
Soccer (Boys)	2,792	2,094	1,870	Majorette - Advisor/Coach	1,129	0	0
Soccer (Girls)	2,792	2,094	1,870	Prom	1,414	0	0
Baseball	2,792	2,094	1,870	Student Council Advisor	1,477	1,265	489
Field Hockey	2,792	2,094	1,870	FBLA	1,369	0	0
Lacrosse (Boys)	2,792	2,094	1,870	It's Academic	1,369	0	0
Lacrosse (Girls)	2,792	2,094	1,870	Senior Class Sponsor	1,472	0	0
Softball	2,792	2,094	1,870	Destination Imagination	1,369	1,369	1,369
Swimming (Boys)	2,792	0	1,870	Maryland Engineering Challenge	1,369	1,369	1,369
Swimming (Girls)	2,792	0	1,870	Math Counts	985	985	0
Tennis	2,406	1,806	1,613	National Honor Society	1,369	1,244	0
Cross Country (Boys)	2,406	0	0	Foreign Language Nat'l Honor Soc.*	1,369	0	0
Cross Country (Girls)	2,406	0	0	SADD, FFA, VICA, DECA, STARS and HOSA	1,369	916	0
Volleyball (Boys)	2,792	2,094	0	Envirothon	1,477	0	0
Volleyball (Girls)	2,792	2,094	0	Future Teachers Club	1,369	916	0
Golf	1,514	0	0	College Readiness Coordinator	1,354	0	0
Cheerleader - Advisor/Coach Fall	2,688	0	0	Mock Trial Sponsor	1,354	0	0
Cheerleader - Advisor/Coach Winter	2,688	0	0	Technology Liaisons***	1,188	1,188	1,188
Cheerleader - JV Asst./Coach - Fall	0	2,018	0				
Cheerleader - JV Asst./Coach - Winter	0	2,018	0	Super Users	\$20/hr. not subject to 16.12 of this agreement		

Original

Two Varsity Assistant positions are allocated to each high school for football, boys lacrosse, and girls lacrosse.

One Junior Varsity Assistant position is allocated to each high school for football at \$1964.

One Junior Varsity Assistant position is allocated to each high school for boy's lacrosse and \$1397.

One Junior Varsity Assistant position is allocated to each high school girl's lacrosse at \$1397.

Longevity increments of \$100 shall be provided after five (5) years, \$200 after ten (10) years, and \$300 after 15 years of service in the same activity.

* For qualified Honor Society

** Each of two plays at \$1209. The principal may adjust the rate to provide for several small or a more extensive production.

*** Technology Liaisons - check with (OTIS)

Revised: 06/12/2018

ARTICLE XVII
Reimbursement for Tuition and Conferences

- 17.1 The Board shall reimburse tuition to employees holding professional certificates based on the following conditions:
- (A) Funds appropriated for the line item(s) for tuition reimbursement are available and have not been expended.
 - (B) Coursework eligible for tuition reimbursement must be applicable toward obtaining or renewing a professional certificate. Coursework taken beyond the Master's Degree in a pre-approved doctoral program will be eligible for tuition reimbursement up to a maximum of forty-five (45) semester hours of credit.
 - (C) Graduate coursework will be reimbursed for the actual cost of tuition up to a maximum of \$300 per semester hour of credit.
 - (D) Undergraduate coursework, when applicable toward obtaining or renewing a professional certificate, will be reimbursed for the actual cost of tuition up to a maximum of \$75 per semester hour of credit.
 - (E) No professionally certificated employee will be reimbursed for more than twelve (12) semester hours of credit per fiscal year.
 - (F) A grade of "C" or better must be achieved.
 - (G) In order to be reimbursed, the employee must return for the subsequent full semester of professional experience. If the employee does not return for the subsequent semester, deductions will be withheld from accrued salary if available. Otherwise, the employee will be responsible for returning any reimbursed funds.
 - (H) In order to receive reimbursement for summer coursework, the employee must have been professionally employed by Harford County Public Schools the previous spring.
 - (I) Professionally certificated employees receiving scholarships, grants, etc., will be eligible for reimbursement if the tuition cost exceeds the scholarship. In such cases, the Board will reimburse the difference between the scholarship and the amount that would have otherwise been reimbursed.
- 17.2 The Board shall reimburse tuition to employees holding a Provisional/Conditional Certificate based on the following conditions:

- (A) The employee must be seeking initial certification. Payments will not be made to an employee who has allowed his or her professional certificate to lapse.
- (B) Funds appropriated for the line item(s) for tuition reimbursement are available and have not been expended.
- (C) Coursework eligible for tuition reimbursement must be applicable toward obtaining a professional certificate.
- (D) Graduate coursework will be reimbursed for the actual cost of tuition up to a maximum of \$300 per semester hour of credit.
- (E) Undergraduate coursework, when applicable toward certification, will be reimbursed for the actual cost of tuition up to a maximum of \$75 per semester hour of credit.
- (F) No employee will be reimbursed for more than twelve (12) credits per fiscal year.
- (G) A grade of “C” or better must be achieved.
- (H) In order to be reimbursed, the employee must return for the subsequent full semester of professional experience. If the employee does not return for the subsequent semester, deductions will be withheld from accrued salary if available. Otherwise, the employee will be responsible for returning any reimbursed funds.
- (I) Certificated employees receiving scholarships, grants, etc., will be eligible for reimbursement if the tuition cost exceeds the scholarship. In such cases, the Board will reimburse the difference between the scholarship and the amount that would have otherwise been reimbursed.

Note: “Actual cost of tuition” is defined as actual out-of-pocket expenses for tuition that have been paid by the eligible employee. The actual cost of tuition to be reimbursed, up to the applicable maximum, is the employee’s net expenses after all financial assistance such as scholarships, grants, and VA benefits, have been deducted. This Article requires fiscal support and will be subject to the decisions of the Fiscal Authorities and the Board of Education’s final actions on the operating budgets for the school system.

- 17.3 Any tenured classroom teacher who is assigned by the Human Resources Department for the convenience of the Board to a teaching field requiring a certificate other than the one he or she holds, will be reimbursed 100 percent of the tuition costs for certification in the new field.
- 17.4 **Reimbursement for Professional Meetings.** As a part of the in-service program for teachers in Harford County schools, provision is made for attendance at conferences which are closely related to the work of the individual teacher.

With the approval of his or her principal, a teacher may be absent for such experiences without loss of salary. Upon the recommendation of the principal and with the approval of the Superintendent, a teacher may also be reimbursed for registration fees and lodging expenses incurred in the conference attendance.

- 17.5 Teachers should submit requests for attending such conference at their earliest convenience in order to receive consideration. This consideration shall be based on the needs of the county program of instruction, of particular departments in local schools, and the educational advantage to be gained by the teacher

ARTICLE XVIII Outside Activities

- 18.1 **A Teacher as a Citizen.** Teachers are entitled to campaign for candidates, run for and serve in public office, provided that no political activities interfere with any of the teacher's duties.
- 18.2 A teacher may introduce matters concerning political issues, or controversial issues as they relate to relevant and appropriate course content provided the teacher shall make every effort to see that all sides are presented fairly. All statements of the teacher's opinions shall be clearly identified as such.
- 18.3 Should a tenured teacher seek and/or be elected or appointed to a public office which would necessitate prolonged absence from the classroom he or she shall request, and the Board shall grant a leave of absence, without pay for no more than one year.
- 18.4 **Supplemental Employment.** Teachers shall not engage in supplemental employment which results in conflicts of interest between the private interests of the teacher and his or her official duties and responsibilities.
- 18.5 Teachers shall not engage in the solicitation of business or the ordering or delivery of materials for financial gain while on school premises.

ARTICLE XIX Probation, Tenure and Evaluation

- 19.1 Tenure in a Maryland school system is a protection granted to teachers who have satisfactorily passed a period of probationary service, to continue in a teaching position in the system. It requires that such teachers keep their professional teaching certificate in force and that dismissal be only for reasons specified in the State School Laws.

- 19.2 **Probationary Teachers.** The first three (3) years of employment is the probationary period or up to two (2) years for teachers who achieved tenure in another Maryland school system as described in COMAR 13a.07.02.01. During each of these years a teacher shall be observed at least four (4) times by more than one qualified person as determined by the Superintendent. Upon the request of a teacher, a supervisor shall provide for a demonstration of the classroom technique or procedure in question. All observations of a classroom teaching performance shall be conducted openly.
- 19.3 Administrators and/or supervisors shall hold formal evaluation conferences each semester with all **probationary** teachers in Harford County. At that time, if appropriate, the teacher shall be advised by the principal that the principal will recommend that the teacher not be retained in the system.
- 19.4 Teacher Evaluations. Under normal circumstances, the teacher will be notified by September 30th of each year of the upcoming annual evaluation. Lack of this notification however will not prevent the evaluation process from proceeding as required by regulation.

When teachers are observed, they shall be provided written feedback before any future observations are conducted.

A written statement of evaluation will be prepared and reviewed with the teacher within a reasonable time after each formal evaluation conference. In the event that the teacher feels his or her evaluation is incomplete or unjust, he or she will append an addendum giving his or her point of view. The evaluation is, however, to be signed by the teacher; this signature means only that the teacher read the evaluation. A copy of this evaluation and addendum shall be filed in the school office, a copy shall be placed in the evaluation file in the Human Resources Department and a copy shall be given to the teacher.

- 19.5 Probationary teachers who will not be retained will receive notice in writing before May 1. For individuals employed on or after January 1 the notification date shall be not later than sixty (60) days prior to the anniversary date of employment of the first year or second year or not later than sixty (60) days prior to the third anniversary date of employment.
- 19.6 **Tenured Teachers.** Tenured teachers will receive formal evaluation conferences at least by the end of their fifth year in Harford County and at the minimum rate of once every five (5) years thereafter. All observations of a classroom performance shall be conducted openly.
- 19.7 Principals and/or supervisors shall hold the formal evaluation conferences. After the conferences, a written statement of evaluation will be prepared and reviewed with the teacher within a reasonable time. Any material presented at the conference which was not previously known to the teacher shall be reviewed by the principal and the teacher before it may be entered into the written evaluation.

- 19.8 In the event that the teacher feels his or her evaluation is incomplete or unjust, he or she will append an addendum giving his or her point of view. The evaluation is, however, to be signed by the teacher. This signature does not indicate approval. A copy of this evaluation and addendum shall be placed in the evaluation file in the Human Resources Department and a copy shall be given to the teacher.
- 19.9 A teacher shall be able, upon appointment and with or without an associate, to review the contents of the evaluation file and the personnel file concerning them. This review shall not include confidential materials such as reference letters or basic data received in the course of initial employment.
- 19.10 Complaints of a serious nature which shall be included in the personnel file of the teacher shall be brought to the attention of the teacher so that he or she may respond to them.

Following the completion of an investigation, complaints of a serious nature which will be maintained by the principal in the school file shall be brought to the attention of the teacher so that he or she may respond to them.

- 19.11 A teacher may attach a signed and dated addendum to these documents to which he or she has access.

ARTICLE XX

Discipline

- 20.1 The Board of Education and the Association support the need for each class to be a good learning environment free from interference from seriously disruptive pupils. The Board and Association also agree that consistent enforcement of clear and specific rules are vital to maintaining a safe, secure, and effective school environment for learning. All schools are urged to use their resources of successful professional experience, staffing allotment, and materials of instruction in the development of ways to help and to control the seriously disruptive child.
- 20.2 **Maintenance of Classroom Control and Discipline.** When, in the professional judgment of a teacher, a student is, by his or her behavior, seriously disrupting the instructional program to the detriment of other students, the teacher may exclude the student temporarily from the classroom and refer the student to the principal or designee.
- 20.3 When a student has been referred to the principal or designee for disciplinary action, the principal or designee shall confer with the teacher prior to returning the student to the classroom. Confer means a discussion or dialogue by any means, e.g., telephone, electronic mail, or an in-person conference, where the views of the teacher are communicated and considered. Plans for handling disruption of the teaching process should be ones in which teachers and principals work

in concert to achieve this end.

- 20.4 Any teacher threatened with physical abuse in connection with his or her employment should immediately report the incident to his or her principal or designee. Serious incidents involving verbal abuse or outright disrespect shall be reported in a similar manner.
- 20.5 The Association and the Board of Education agree that consistent enforcement of clear and specific rules are vital to maintaining a safe, secure, effective school environment for learning. The parties encourage schools to incorporate conflict management strategies and student participation in the implementation of discipline policies.

ARTICLE XXI

Certification

- 21.1 **Certification.** The Code of Maryland Regulations (COMAR) requires that all teachers in Maryland public schools obtain and hold a Maryland certificate or a license in certain areas as otherwise provided in State law. Initial certification requirements and certificate renewal requirements are stipulated in COMAR 13A.12.01. It is the teacher's responsibility to make a written request to the Human Resources Office when all requirements for the initial Advanced Professional Certificate (APC) are complete.
- 21.2 **Planned Program of Study Beyond the Master's Degree.** The Board has approved increments for teachers who complete approved programs of study beyond the Master's degree. The purpose of the increments is to encourage teachers to continue in their studies in order that their work with children and youth may continue to increase in effectiveness.
- 21.3 The completion of college or university programs pursuant to COMAR 13A.12.01, related to PreK-12 public education, which yield a second Master's degree or advanced certificate/degree will be accepted as meeting the requirement of thirty (30) semester hours of approved course work beyond the Master's degree provided that no duplication of courses is involved. Teachers who are involved in a doctoral program but do not complete an organized program of course work which yields a degree from a college or university pursuant to COMAR 13A.12.01 may submit their college-directed program for approval. It will be necessary to have a statement from the teacher's advisor or other college official stating that the courses involved constitute a part of a definite program leading to the Doctor's degree.
- 21.4 Teachers who are not involved in a college-directed program but who wish to take further preparation beyond the Master's degree and to qualify for the salary increments for thirty (30) semester hours beyond the Master's degree may have their programs approved by the following

procedures.

21.5 **General Statement**

- (A) The program must be planned to fulfill some acceptable professional objective and be related to PreK-12 public education.
- (B) A minimum of fifteen (15) graduate credits, which are not duplicates of former course work, must be earned at regionally accredited colleges or universities which confer advance degrees. A maximum of fifteen (15) credits, which are not duplicates of former course work, may be earned as undergraduate courses at regionally accredited community colleges. Of these fifteen (15) credits, six may be earned through Maryland State Department of Education (MSDE) approved Continuing Professional Development (CDP)/in-service course.
- (C) In general, the programs for secondary school teachers should include no more than two (2) areas of study.
- (D) In general, the programs for elementary school teachers should include no more than (3) areas of study.
- (E) The plan itself must receive prior approval from the teacher's principal or supervisor and designated Human Resources representative.
- (F) The planned program must be regarded as being flexible enough to allow for reasonable substitutions in courses or subjects to be taken. Teachers are asked to use the prepared +30 Course Substitution form available from Human Resources to request course substitutions.
- (G) The planned program will have to be subject to review in the light of new information and new developments.
- (H) Teachers are asked to use the prepared form available from Human Resources in submitting their plans of study for approval.

21.6 **Certification** – Teachers who seek the National Board Certification and receive prior approval of the Superintendent shall receive financial assistance equal to one half of the required program entry fees. Candidates who fail to successfully complete the program within the established time allotment will be required to reimburse the Harford County Public Schools for program entry fees. National Board Certified Teachers will be paid on the same scale as Master's Degree with Professional Certificate.

ARTICLE XXII
Personal Rights

- 22.1 No teacher shall be reduced in compensation or reduced in rank with a resulting reduction in compensation for arbitrary or capricious reasons.
- 22.2* Any discipline of an employee by a Supervisor shall be conducted in private, so as to avoid embarrassment to the employee, except when immediate action is required by the Supervisor in an emergency situation. Any disciplinary action should as a general matter be progressive in nature and issued in a timely manner after the Supervisor concludes the discipline should be imposed; however, the Supervisor reserves the right to omit any or all disciplinary steps when, in the Supervisor's sole judgment, circumstances warrant doing so.
- 22.3* The teacher is recognized as the person with primary responsibility for determining the grades for the students in his or her class.
- 22.4* **Teachers' Citizenship Rights.** The Board of Education recognizes the citizenship rights of teachers. Should any section of this agreement be held to be violative of a teacher's citizenship rights under the law by a court of competent jurisdiction, such section of this agreement shall be deemed null and void.
- 22.5* **Self-Protection.** A teacher may, in accordance with the law, apply such amount of force as is reasonable and necessary for the purpose of self-defense.
- 22.6* Whenever a teacher is required to appear before the Superintendent, or his/her designee, for the purpose of discussing suspension or dismissal, the teacher shall be given the opportunity to have a representative of the Association present.
- 22.7* **Right to Respond.** A teacher may attach a signed and dated addendum to documents placed in his/her file.
- 22.8* The Board and the Association agree not to interfere with the right of the teacher to join and participate in the Association or not to join the Association.

*These provisions are not subject to the grievance procedure.

ARTICLE XXIII
Councils and Committees

- 23.1 **Faculty Advisory Committee.** A Faculty Advisory Committee composed of teachers shall be established in each school.
- 23.2 The committee will consist of not less than three (3) members or more than fifteen (15)

members.

- 23.3 Members of the committee shall be elected in each school by the teachers during the month of September and shall serve through June 30. In case of resignation, transfer, or other reason an elected member cannot serve, a special election shall be conducted to choose a successor.
- 23.4 The purpose of the Faculty Advisory Committee will be to advise the principal with reference to procedures for the operation of the school.

The principal shall meet with the Faculty Advisory Committee at mutually agreeable times upon the call of either the Faculty Advisory Committee or the principal, but not later than ten (10) school days from the date of request. The principal shall respond to the committee within ten (10) school days after a meeting between the parties. The principal shall consider the advice of the committee and may submit topics to that committee for their study and advice.

- 23.5 **Advisory Instructional Council.** The Superintendent will appoint an Instructional Council whose composition will include teacher representation.

ARTICLE XXIV Health and Safety

- 24.1 The Harford County Public Schools has the responsibility to provide safe school facilities and to maintain them in a safe and adequate manner. Teachers are obligated to report any condition affecting the health and/or safety of pupils or employees of the Harford County Public Schools to the principal of the school where such condition is observed so that appropriate action can be instituted by the principal within a reasonable time.
- 24.2 Teachers shall not be required to search for explosives.
- 24.3 Teachers will cooperate fully in filling out "Standard Accident Report" forms so that the appropriate data can be gathered for use in a systematic accident prevention program.
- 24.4 **Health Report.** Each school will develop and maintain a list of those students whose parents or physicians have notified the school of a significant health problem which requires exceptional consideration in dealing with the student. This list will be available to review by all teachers, and it will be the responsibility of all teachers to avail themselves of the health records of the listed students with whom they will be involved.
- 24.5 The confidentiality of this recorded information will be preserved by those who have access to it.

ARTICLE XXV
Reduction in Force

In a reduction in teaching personnel within any segment(s) of the school system such as a subject field, and elementary assignment, a special assignment or a vocational teaching assignment, the determination of those who are to be separated will be in the following order:

1. Rehired, Retired Teacher
2. Non-tenured teachers holding provisional certificates
3. Non-tenured teachers holding regular certificates
4. Tenured teachers

At such time when teachers in the above categories are to be separated when all other factors are equal the length of continuous service in Harford County Public Schools, appropriate certification and ability to teach the available grade levels or subject areas shall be the determining factor. If available vacant positions exist, an affected teacher holding multiple valid Maryland certifications shall be offered an interview with the alternate content area supervisor.

The regularly certificated teachers who are separated shall be placed on a priority recall list for a period of two years and shall be recalled in inverse order of their separation when appropriate positions become available.

A teacher on the priority recall list shall be notified in writing of any vacancy which occurs in his or her field of certification and shall indicate in writing within ten (10) days of the receipt of the letter his or her acceptance or rejection of the position. If the teacher rejects the position or cannot begin the new assignment within thirty (30) days from the date of notification, the teacher shall be deemed to have waived his or her rights to recall. However, a teacher who has accepted employment in another public school system in Maryland and is unable to get released from his/her employment contract may decline an offer to return to work and maintain recall rights if the offer is issued later than July 1, for a position which becomes available at the beginning of, or during, the following school year.

Leaves of absence will not be regarded as a break in the continuity of service although leave time will not count as active service.

The layoff and recall provisions of this article are subject to such Equal Employment Opportunity Commission guidelines or other employment programs as required of or adopted by the Board of Education in order to maintain existing or required staff balance.

Any action taken under this policy will not be subject to the grievance procedure; however, it shall be subject to the administrative complaint procedure.

ARTICLE XXVI
Rehired, Retired Teachers

26.1 **A. Definition: “Rehired, Retired Teacher” (RRT)** shall mean a teacher, as defined by the Negotiated Agreement, who has entered regular or early retirement from a Maryland school system under the provisions of the State Personnel and Pensions Article of the Annotated Code of Maryland.

All other provisions of the Negotiated Agreement shall apply to RRTs except those specifically excluded or amended below:

B. Exclusions from the Negotiated Agreement

1. Article 4.12 – Association – Board Relations
2. Article 6.1 – Voluntary Transfers
3. Article 13 – Sabbatical Leave
4. Article 14 – Insurance
 - a) §14.1
 - b) §14.2
 - c) §14.3
5. Article 15 – Salary
 - a) §15.1
 - b) §15.2
 - c) §15.3
 - d) §15.4
 - d) §15.12
6. Article 17 – Tuition Reimbursement
7. Article 21 – Certification, except 21.6

C. Amendments to the Negotiated Agreement:

1. Article 6.2 – Administrative Transfers
 - RRTs will be separated first when a reduction in staff at a school is necessary.
2. Article 11 – Sick Leave
 - a) 11.1 – A RRT shall accrue sick leave only during consecutive years of service with HCPS. Upon leaving service with HCPS, all accrued sick leave will be forfeited.
 - b) 11.2 – A RRT will not be eligible for payment of unused sick leave days.
 - c) 11.3 – A RRT shall receive an unused sick leave death benefit only for sick leave accrued during service with HCPS.
 - d) 11.4 – A RRT is not eligible for participation in the sick leave bank.
3. Article 14 – Insurance
 - A RRT shall be eligible to participate in the BOE sponsored Employee Assistance Program following the same guidelines and procedures as other HCPS teachers.
5. Article 15 – Salary

A RRT's salary shall be equivalent to step 15 of the lane on the HCPS teacher's salary schedule that equates to the level of degree and certification held by the RRT.

6. Article 25 – Reduction in Force

In the event of a reduction in force, RRTs will be separated first.

ARTICLE XXVII

Miscellaneous

- 27.1 **Textbooks and Materials of Instruction.** Opportunity will be made for teachers to recommend the instructional materials which they will utilize in working with students.
- 27.2 **Parking.** A reasonable portion of the parking lot at each school will be designated for teachers.
- 27.3 **Recommendations on New Facilities.** Recommendations regarding new schools will be sought. Provision will be made for classroom teachers to serve on the Educational Specifications Committee.
- 27.4 **Final Report Cards.** Each school shall have the option of either mailing the final report card during the week following the close of school, or presenting the report card to the child on the last day of school.
- 27.5 The Board shall continue, within budgetary limits, to provide adequate classroom space, classroom furniture, teacher furniture and equipment, and supplies and materials so that high level professional teaching can take place in the classrooms of the county. The supply and equipment needs of each teacher shall be surveyed by the principal. The principal shall requisition such materials, within budgetary limits, through standard procedures in effect throughout the school system.
- 27.6 Carts will be provided in each school where necessary to be used by floating teachers to move materials and supplies. Each school shall continue to be provided with serviceable duplicating equipment and supplies of duplicating material to the extent of available funds.
- 27.7 **School Phones.** A telephone shall be provided for professional use in each school.
- 27.8 Report card comments for third and fourth marking periods shall be optional at the elementary level when an electronic comment program is not available for teacher use.
- 27.9 The date and time for conferences which are scheduled beyond the duty day shall be mutually agreed upon by the parties concerned.
- 27.10 **Travel Reimbursement.** Teachers shall be reimbursed for travel, which has been approved by the Superintendent, at the rate established by the Internal Revenue Service.

ARTICLE XXVIII
Duration

- 28.1 This agreement shall take effect on July 1, 2016 and shall remain in full force and effect through June 30, 2019 with reopeners on three (3) language items by both parties for the 2017-2018, 2018-2019 school years. The Board and the Union agree that with the exceptions of the reopeners stated above, all negotiable items have been discussed during negotiations leading to this agreement. During the term of this agreement, neither party will be required to negotiate with respect to any matter, with the exception of the reopeners stated above whether or not covered by this agreement, and whether or not within the knowledge or contemplation of either or both parties at the time they negotiated or executed this agreement.
- 28.2 In accordance with Article II, section 2.4 of this negotiated agreement, the Association and the Board will reopen negotiations for the **2019-2020** school year.

Negotiations under this provision shall commence no later than the week following the Thanksgiving holiday and conclude prior to the winter holiday, unless the parties mutually agree upon a revised schedule.

Representatives of Harford County Education Association:

- /s/ Daniel Besseck, Jr., Chief Negotiator
- /s/ Frann Geraghty
- /s/ Kim Mayforth
- /s/ Peter Robertson
- /s/ Douglas Rudd
- /s/ Benjamin White

Representatives of the Board of Education of Harford County:

- /s/ Jeffrey Fradel, Chief Negotiator
- /s/ Cathy Bendis
- /s/ Joseph Schmitz
- /s/ Deborah Judd
- /s/ Jean Mantegna
- /s/ Tara Dedeaux
- /s/ Charles Hagan

Harford County Public Schools

Salary Schedule for Certificated Teachers - Effective July 1, 2018

STEP	Bachelor's Degree with Standard Professional Certificate	Bachelor's Degree with Advanced Professional Certificate	Master's Degree with Professional Certificate	Master's Degree Plus 30 Hours with Professional Certificate	Provisional Certificate
1	N/A		N/A	N/A	N/A
2	\$46,138		\$48,948	\$50,415	\$46,138
3	\$47,522		\$50,415	\$51,930	\$47,522
4	\$48,948	\$50,415	\$51,930	\$53,486	
5	\$50,415	\$51,930	\$53,486	\$55,090	
6	\$51,930	\$53,488	\$55,090	\$57,041	
7	\$53,486	\$55,090	\$56,744	\$59,772	
8	\$55,090	\$56,744	\$58,445	\$62,046	
9	\$56,744	\$58,445	\$60,201	\$64,328	
10	\$58,445	\$60,201	\$62,005	\$66,603	
11		\$62,005	\$63,867	\$68,884	
12		\$63,867	\$65,781	\$71,166	
13		\$65,781	\$67,757	\$73,443	
14		\$67,757	\$69,786	\$75,723	
15		\$69,786	\$71,881	\$77,999	

Original

Professional employees having earned a Masters Degree +60 Hours shall receive a salary differential of \$3000 to be added to the appropriate step of the Master's +30 salary schedule.

Professional employees having earned a Doctorate Degree shall receive a salary differential of \$500 to be added to the appropriate step of the Master's +60 salary schedule.

Teachers who have completed 19, 24, 29 and 34 years of teaching experience shall receive \$2,000 longevity increments at each level.

Teachers with Provisional Certificates and Master's Degrees are paid on the Provisional salary schedule plus \$200.

Teachers who have achieved National Board Certification shall receive \$2,000 additional salary annually.

Newly appointed teachers shall receive salary credit up to two (2) years of active service in the Armed Services.

Harford County Public Schools (Eleven Month - 210 days)

Salary Schedule for Certificated Teachers - Effective July 1, 2018

STEP	Bachelor's Degree with Standard Professional Certificate	Bachelor's Degree with Advanced Professional Certificate	Master's Degree with Professional Certificate	Master's Degree Plus 30 Hours with Professional Certificate	Provisional Certificate
1	N/A		N/A	N/A	N/A
2	\$50,995		\$54,100	\$55,722	\$50,995
3	\$52,524		\$55,722	\$57,396	\$52,524
4	\$54,100	\$55,722	\$57,396	\$59,116	
5	\$55,722	\$57,396	\$59,116	\$60,889	
6	\$57,396	\$59,118	\$60,889	\$63,045	
7	\$59,116	\$60,889	\$62,717	\$66,064	
8	\$60,889	\$62,717	\$64,597	\$68,577	
9	\$62,717	\$64,597	\$66,538	\$71,099	
10	\$64,597	\$66,538	\$68,532	\$73,614	
11		\$68,532	\$70,590	\$76,135	
12		\$70,590	\$72,705	\$78,657	
13		\$72,705	\$74,889	\$81,174	
14		\$74,889	\$77,132	\$83,694	
15		\$77,132	\$79,447	\$86,209	

Original

Professional employees having earned a Masters Degree +60 Hours shall receive a salary differential of \$3000 to be added to the appropriate step of the Master's +30 salary schedule.

Professional employees having earned a Doctorate Degree shall receive a salary differential of \$500 to be added to the appropriate step of the Master's +60 salary schedule.

Teachers who have completed 19, 24, 29 and 34 years of teaching experience shall receive \$2,000 longevity increments at each level.

Teachers with Provisional Certificates and Master's Degrees are paid on the Provisional salary schedule plus \$200.

Teachers who have achieved National Board Certification shall receive \$2,000 additional salary annually.

Newly appointed teachers shall receive salary credit up to two (2) years of active service in the Armed Services.

Harford County Public Schools (Twelve Month - 230 days) Salary Schedule for Certificated Teachers - Effective July 1, 2018

STEP	Bachelor's Degree with Standard Professional Certificate	Bachelor's Degree with Advanced Professional Certificate	Master's Degree with Professional Certificate	Master's Degree Plus 30 Hours with Professional Certificate	Provisional Certificate
1	N/A		N/A	N/A	N/A
2	\$55,851		\$59,253	\$61,029	\$55,851
3	\$57,527		\$61,029	\$62,863	\$57,527
4	\$59,253	\$61,029	\$62,863	\$64,746	
5	\$61,029	\$62,863	\$64,746	\$66,688	
6	\$62,863	\$64,749	\$66,688	\$69,050	
7	\$64,746	\$66,688	\$68,690	\$72,356	
8	\$66,688	\$68,690	\$70,749	\$75,108	
9	\$68,690	\$70,749	\$72,875	\$77,871	
10	\$70,749	\$72,875	\$75,059	\$80,625	
11		\$75,059	\$77,313	\$83,386	
12		\$77,313	\$79,630	\$86,148	
13		\$79,630	\$82,022	\$88,905	
14		\$82,022	\$84,478	\$91,665	
15		\$84,478	\$87,014	\$94,420	

Original

Professional employees having earned a Masters Degree +60 Hours shall receive a salary differential of \$3000 to be added to the appropriate step of the Master's +30 salary schedule.

Professional employees having earned a Doctorate Degree shall receive a salary differential of \$500 to be added to the appropriate step of the Master's +60 salary schedule.

Teachers who have completed 19, 24, 29 and 34 years of teaching experience shall receive \$2,000 longevity increments at each level.

Teachers with Provisional Certificates and Master's Degrees are paid on the Provisional salary schedule plus \$200.

Teachers who have achieved National Board Certification shall receive \$2,000 additional salary annually.

Newly appointed teachers shall receive salary credit up to two (2) years of active service in the Armed Services.

