

FOR IMMEDIATE RELEASE

April 29, 2015

Board of Education of Harford County Reaches Agreement with HCEA

Since August of 2014, Superintendent of Schools Barbara P. Canavan and her staff have been working closely with the Board of Education of Harford County (the Board) and the school community to identify cost saving measures and reductions in order to implement salary improvements. Along with the \$3.1 million dollars in funding proposed by the County Executive, the Superintendent and her staff identified \$7.0 million in additional cuts to the FY16 proposed budget. These combined efforts resulted in the opportunity to offer a proposed compensation package for all employees.

In accordance with the Open Meetings Act, on April 21 and 22, the Superintendent and select members of her leadership team met with members of the Board to present options for employee compensation packages. Consequently, during closed session and prior to the public Board meeting on April 27, the Board voted on a compensation package to present to the Harford County Education Association (HCEA).

On April 29, 2015, negotiators for the Board presented this proposed compensation package to members of the HCEA negotiating team that translates to at least 90% of our teaching staff receiving as much as a 4.5% increase in pay. HCEA has tentatively agreed to the package and contract agreement.

This package provides all Harford County Public Schools teachers a 1.5% increase in pay to include a 1% COLA and a .5% base pay adjustment. The .5% pay adjustment is a direct result of the collaborative health insurance negotiations between the Board and all bargaining units that occurred earlier this year.

The package includes a step or longevity of approximately 3% for all eligible teachers.

“Harford County Public Schools remains committed to preserving an exemplary instructional program and a collaborative systemic culture. It is my belief that this proposed compensation package will serve as an initial step to improve the long overdue compensation adjustments for our workforce,” said Superintendent Canavan.

Board President Nancy Reynolds shared, “The collaboration with Superintendent Canavan and her staff over the last two years has shown our dedication to maintain the level of education the students of Harford County Public Schools deserve while recognizing the need to enhance employee compensation.”

The Board has now reached a verbal or tentative contract agreement with all five bargaining units, including HCEA, the Harford County Educational Services Council (HCESC),

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the Association of Public School Administrators and Supervisors of Harford County (APSASHC), the Association of Harford County Administrative, Technical and Supervisory Professionals (AHCATSP), and the American Federation of State, County and Municipal Employees (AFSCME).

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