

**NEGOTIATED AGREEMENT**

**between**

**THE BOARD OF EDUCATION  
OF HARFORD COUNTY**

**and**

**THE HARFORD COUNTY  
EDUCATION ASSOCIATION**

**July 1, 2012 - June 30, 2013**

described in the medical comparison charts effective 7/1/10, and 85% of the total premium for the PPN Health Insurance Plan which contains the specific design plan benefits as described in the medical comparison charts in effect on 6/30/10. The Board's rate of contribution shall be 90% for dental insurance plans.

14.4 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.

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 20<sup>th</sup> 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.