

Anne Arundel	2014-15	2013-14	2012-13*	2011-12	2010-11	2009-10
Steps	Yes (Restructured)	Mid-Year (1/22/14)	No	No	No	No
COLA	0	1%	1.25% (Mid-Year)	0%	1.25% (Mid-Year via Impasse)	0%
RIF	-	-	Yes	-	-	-
Furloughs	-	-	-	-	-	2 days
Hiring Freezes	-	-	-	-	-	-
Retirement Incentives	No	No	No	No	No	No

Anne Arundel notes: *SY 2012-13: PPW workdays reduced in a modified RIF'ing procedure

Calvert	2014-15	2013-14	2012-13*	2011-12	2010-11	2009-10
Steps	No	Yes	No	No	Yes	Yes
COLA	No (Impasse)	1% (top out only)	0%	0%	½%	4.5%
RIF	-					
Furloughs	-					
Hiring Freezes	-					
Retirement Incentives	Yes					

Calvert notes: *SY 2012-13: 27 position cut

(Harford is comparable to Charles in the size of county and school system.)

Harford	2014-15	2013-14*	2012-13*	2011-12	2010-11	2009-10
Steps	No	No	Yes	No	No	No
COLA	0%	0%	1%	0%	0%	0%
RIF	No	48 (recalled through attrition)	No	No	No	
Furloughs	-	-	-	-	-	-
Hiring Freezes	-	-	-	-	-	-
Retirement Incentives	No	No	No	No	No	No

Harford notes: *SY 2013-14: 141 Teachers left system/80 retired/48 RIFs

*SY 2014-15: 173 teachers planning on leaving/97 retiring.

Prince George's	2014-15	2013-14	2012-13	2011-12	2010-11	2009-10
Steps	Yes (3/21/15) See note #4	Yes (1/1/14)	Yes	No	No	No
COLA	1.5%	2%	2% bonus for those off scale	0% See note #2	0%	0%
RIF	-	See notes #3 (visa issues)	See note #1 (visa issues)	See note #1 (visa issues)	See note #1 (200, + visa issues)	See note #1 (473)
Furloughs	-	-	-	-	Yes – 4 Days	-
Hiring Freezes	-	-	-	Yes	Yes	Yes
Retirement Incentives	-	-	Yes Numbers not available	Yes 600 took incentive Total of 700 retired	-	-

- Prince George's notes:
- 1) SY's 2009-2012: 3,000 jobs were eliminated with 1300 eliminated positions coming from the teaching ranks. As part of a settlement with the Department of Labor, PGCPs will no longer sponsor 161 foreign teacher visas which expire in September 2011 (SY 2011-12) and will not renew several hundred more over the next two years.
 - 2) SY 2011-12: PGCPs offered 1% (non-recurring) to be distributed through negotiations. The 1% was spread through stipends and allotments.
 - 3) SY 2013-14: PGCPs will no longer sponsor 150 foreign teacher visas at the end of the school year.
 - 4) SY 2014-15: Steps raises for this SY will average 1% to 2%. New step structure will be 3% steps and 5% between lanes.

St. Mary's	2014-15	2013-14 (#3)	2012-13 (#2)	2011-12	2010-11	2009-10
Steps	No	No	No	No	Yes	No
COLA	0%	0%	1.5%	0%	0%	1.8%
RIF	-	-	-	-	-	-
Furloughs	-	-	-	Yes – 3 days See note #1	-	-
Hiring Freezes	-	-	-	-	-	-
Retirement Incentives	Yes	-	-	-	Yes	-

- St Mary's notes:
- 1) SY 2011-12: Three furlough days were eliminated on October 2011. Employees were reimbursed in a lump sum payment.
 - 2) SY 2012-13: 55 fewer teacher positions.
 - 3) SY 2013-14: Scheduled for two steps, however County/BoE did not fund steps due to short fall in insurance plans.