

**Head Custodian/Cafeteria Managers**  
**Amendments to 2021-2024 Comprehensive Agreement**

**June 8, 2021**

Article	GCBOE/AFT
<p>Article 6 – Family  <del>Illness</del> Leaves  6.1  Sick Leaves:</p>	<p>A. During the first year of employment in Garrett County, and during each successive year thereafter, each bargaining unit member(s) shall accrue fourteen (14) days of leave per year, in which the bargaining unit member(s) is entitled to the flexibility of using sick leave in the following manner; family illness, self-sick, and up to five (5) personal days. <del>A bargaining unit member may use any or all of the fourteen (14) annual allotted days for illness in the immediate family.</del> As part of a qualifying Family Medical Leave, a bargaining unit member may use up to thirty (30) days of his/her accumulated sick leave for illness in the immediate family, less any annual sick leave days previously used from the current year's appropriation for this purpose. Immediate family shall mean spouse, children, mother, father, or anyone who lives regularly in the household. <b>Any sick leave usage will pull from a bargaining unit member(s) accumulated sick leave first. After accumulated sick leave is exhausted, it will then pull first from their current allotment of nine (9) family illness days, then five (5) personal days, and up to two (2) prior personal days, if they are available.</b></p> <p><b>For a first year bargaining unit member(s), the use of a family illness or sick leave day (s) will be deducted from the current allotment of nine (9) family illness days, then five (5) personal leave days, if they are available.</b></p> <p><b>Sick leave may be used in accordance with the FMLA policy.</b></p>
<p>6.2  Parental Leave of  Absence:</p>	<p>A. A female unit member may <b>must</b> use any or all accumulated leave during pre- and post-natal care for that period of time she is temporarily disabled, as determined by the unit member and her physician <b>in accordance with Family Medical Leave Policy.</b></p> <p>B. Unit members desiring to use any or all accumulated leave during a period of pregnancy or postnatal care should state this in writing to the Office of Human Resources and Employee Relations.</p> <p>C. Unit members who uses any or all accumulated leave as a temporary disability during pre and post-natal care must return to active service as soon as her physical health permits according to her physician; unless she requests a leave of absence without pay or she resigns.</p> <p><del>A. Any non-probationary female unit member who does not wish to use any or all accumulated leave during pre and/or postnatal care shall be granted a leave of absence without pay provided that a reasonable notice in writing to the Office of Human Resources and Employee Relations is made in advance.</del></p>



**Head Custodian/Cafeteria Managers**  
**Amendments to 2021-2024 Comprehensive Agreement**

**June 8, 2021**

	<p>B. Unit members using a leave of absence without pay for pre-natal care, adoption, post-natal care and/or child <del>rearing</del> <b>bonding</b> (not to exceed a period of one (1) year in duration and taken within the first year after birth or adoption) shall have the opportunity to continue benefit programs provided to unit members. Unit members with at least one (1) year experience with the Garrett County Board of Education will be required after the first twelve (12) weeks to assume the Board's share of the premium in addition to any premiums he/she theretofore paid for dependent coverage. Provided that a written, advanced request is made to the Office of Human Resources and Employee Relations the employee on such leave will be offered employment upon expiration of the leave in the first available position in their classification for which they are qualified. The request should be made at least thirty (30) days prior to the return and should include the anticipated date of return. If the return is within <del>ninety</del> (90) duty days and such return is stipulated at the beginning of the leave, the same position shall be offered.</p>
	G.delete
<p><del>Article 7— Bereavement Leave Article 7 – Other Leaves</del></p> <p>Article 87.1 – Personal Leave</p>	<p>A. Each bargaining unit member shall be entitled to <del>four (4)</del> five (5) days of personal leave per year with pay and chargeable to sick leave. <del>Personal leave shall be for the transaction of personal business that cannot be accomplished other than during the duty day.</del> Provided these days are not used by a bargaining unit member, up to two (2) days will be accumulated as personal leave days. <del>The use of more than three (3) consecutive personal leave days must have prior approval from the appropriate supervisor.</del></p> <p>B. The maximum number of personal leave days a bargaining unit member may use in a school year shall be seven (7), providing <del>he/she</del> <b>they have</b> accumulated two (2) personal leave days from the prior year. <b>Any accumulated prior personal days will be deducted first.</b> No more than five (5) personal <del>business</del> leave days may be used consecutively without the approval from the Office of Human Resources and employee Relations. Unused personal leave days, aside from the two (2), which may be accumulated, shall revert to sick leave days at the end of the year. Personal leave shall not be taken on a professional development/in-service/professional day or mandated student assessment days. Personal leave on such days shall require administrative approval</p>
7.5 Family Medical Leave Act:	<p><b>The Board shall pay its share of the premiums for up to a total of twelve (12) weeks per year during an approved, qualifying leave in accordance with the Family Medical Leave Act.</b> (This is moving to another section in the agreement.)</p>



**Head Custodian/Cafeteria Managers**  
**Amendments to 2021-2024 Comprehensive Agreement**

**June 8, 2021**

<p>7.6 (New) Family Illness</p>	<p>During the first year of employment in Garrett County, and during each successive year thereafter, each bargaining unit member(s) shall accrue nine (9) days of family illness leave per year. After a unit member(s) exhausts their current allotment of family illness days, leave will be deducted from their accumulated sick leave balance. Once the accumulated sick leave balance is exhausted, the bargaining unit member(s) leave will be deducted from the five (5) personal days, and up to two (2) prior personal days, if they are available.</p> <p>For a first year unit member(s), family illness will be deducted from the current allotment of nine (9) family illness days, then five (5) personal days. A leave day for family illness will qualify if taken for an immediate family member, such as a spouse, children, mother, father, or anyone who lives regularly in the household. Family illness leave may be used in accordance with the FMLA policy.</p>
<p>Article 12 - Course Credit Tuition Reimbursement: 12.1 Tuition Reimbursement:</p>	
<p>12.2 Conditions Of Tuition Reimbursement:</p>	
<p>Article 13 - Federation Leave</p>	<p><del>When the need arises, officers and members designated by approval of the President of the Federation may attend essential Federation meetings or other meetings as representatives of the Federation with no loss of pay or annual leave. No more than a total of ten (10) days aggregate and cumulative for all Federation members shall be approved in any school year. The Federation shall attempt to give the Office of Human Resources and Employee Relations as much notice as possible. If the person designated to attend the meeting is a Federation member and if a substitute, as determined by the Board, is necessary to replace such Federation member during his/her absence, the Federation shall reimburse the cost of such Federation member's substitute.</del></p>
<p>Article 14 - Sick Leave</p>	<p><del>A. During the first year of employment in Garrett County and during each successive year thereafter, each head custodian will be entitled to fourteen (14) sick leave days per year and each cafeteria manager shall be entitled to fourteen (14) sick leave days per year. (stated in 6.1)</del></p>



**Head Custodian/Cafeteria Managers**  
**Amendments to 2021-2024 Comprehensive Agreement**

**June 8, 2021**

<p>Article 28 - Fringe Benefits</p> <p>(New I) Current Requirement</p>	<p><b>A. The Association agrees to accept the health care changes negotiated by the Garrett County Education Association and the Garrett County Board of Education for FY 2019 22, FY 2020 23, and FY 2021 24. Should any additional changes to health care be negotiated by GCEA during these fiscal years, then the same contract language shall apply for Garrett County Federation of Teachers (Head Custodians/Cafeteria Managers) represented by bargaining unit members.</b></p> <p><b>I. Effective January 1, 2018, an up to nine hundred dollar (\$900.00) health insurance cost share will become effective through the end of each plan year. Each employee (active or retired under age 65) and their spouse enrolled in coverage through The Garrett County Employee Health Care Plan will be eligible to receive a premium differential incentive to mitigate this premium cost share. Enrolled employees (active and retired under age 65) may earn \$600.00 toward their cost share for participating in certain activities within the Garrett County Health Care Plan Wellness Program. In addition, their enrolled spouses may earn \$300.00 toward their cost share for participating in the same activities within the Garrett County Health Care Plan Wellness Program. Currently the required Activities include the following, which must be completed within certain time frames: in 2017 to earn the incentive for 2018.</b></p> <ol style="list-style-type: none"> <li><b>1. CHRA (Clinical Health Risk Assessment)</b></li> <li><b>2. Biometric Health Screening or Venture in Vitality Programs</b></li> <li><b>3. Tobacco Cessation Requirements</b></li> </ol>
<p>B. Negotiations And Ratification</p>	<p>If categories which contain request for funds to support items in this Agreement are reduced, further negotiations shall begin within ten (10) days and continue to a conclusion. The terms and conditions of this Agreement shall take effect July 1, 2018 <b>21</b>, through June 30, 2021<b>4</b>, until superseded by a successor agreement, except as indicated in the following fiscal years: For FY19<b>22</b>, FY20 <b>23</b>, FY21<b>24</b>, negotiations may be reopened each year upon written request by a party in accordance with Article 31(C) and, if so, limited to wages, fringe benefits, and two (2) articles which shall be selected by each respective party. Items selected must be mandatory items of negotiation or permissive items that both parties agree to negotiate.</p>
<p>Salary</p>	<p>For 2021-2022, effective 7.1.21, unit members will advance one full step and the salary scales will increase by a prorated amount determined by the # of days in the duty year. (See salary scale).</p>

**Head Custodian/Cafeteria Managers**  
**Amendments to 2021-2024 Comprehensive Agreement**

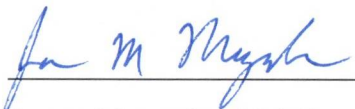
**June 8, 2021**

Article 32     DURATION

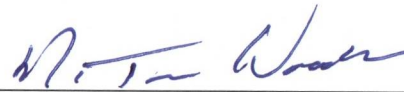
The undersigned acknowledge that tentative agreement was reached during FY 2022 negotiations between the authorized representatives of the Garrett County Federation of Teachers (Head Custodians/Cafeteria Managers) and the Garrett County Board of Education (hereinafter collectively, "the Parties"). Additionally, the Parties attest that this document represents the entirety of issues which were the subject of bargaining and that each respective membership has successfully ratified the modifications. Further, the Parties understand that the provisions of these negotiations shall be effective July 1, 2021, and remain in full force and effect through June 30, 2024, or until superseded by a new agreement in writing. The aforementioned modifications supplement the 2021-2024 Comprehensive Agreement between the Garrett County Board of Education and the Garrett County Federation of Teachers (Head Custodians/Cafeteria Managers), shall become effective July 1, 2024, and remain in full force and effect until June 30, 2024, or until superseded by a new agreement."

IN WITNESS WHEREOF, the Parties hereto have caused this document to be executed by their duly authorized officers on this 8th day of June, 2021.

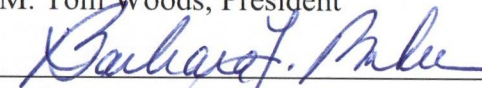
FOR GARRETT COUNTY FEDERATION OF FOR GARRETT COUNTY BOARD OF EDUCATION TEACHERS (HEAD CUSTODIANS/ CAFETERIA MANAGERS)



James Magruder, Unit Representative



M. Tom Woods, President



Barbara Baker, Superintendent