

**CONFIDENTIAL**

**A&S NEGOTIATIONS  
Board Package**

*NOTE: The following Board proposals are presented strictly as a package and cannot be separated by the A&S Negotiation Team for the purpose of consideration or acceptance. Therefore, this Board Package must be either accepted or rejected in its entirety.*

<b>ARTICLE</b>	<b>BOARD PROPOSALS</b>
Article XIV Fringe Benefits	Section A <ul style="list-style-type: none"><li>• Current contract language</li></ul> Section B <ul style="list-style-type: none"><li>• Current contract language</li></ul> Section C <ul style="list-style-type: none"><li>• Current contract language</li></ul> Section D <ul style="list-style-type: none"><li>• Current contract language</li></ul> Section E <ul style="list-style-type: none"><li>• Current contract language</li></ul> Section F <ul style="list-style-type: none"><li>• Current contract language</li></ul>

**ARTICLE****BOARD PROPOSALS**Article XV  
Salaries

## Section A

- Current contract language

## Section B

- Current contract language

## Section C

- **2% applied to base**

## Section D

- At the high school level only, **Principals and** Assistant Principals ~~or Administrative Assistants~~ shall be paid additional salary, as indicated below, in recognition of their extra duties relative to athletic events which they are required to attend as an official representative of the school. This amount will not be subject to any annual percentage increases in salary ~~as provided in XV2~~. Amounts shall be as follows:

Southern High School — \$2,000 each

Northern High School — \$3,000 each

**Principals** \$1,000.00 each**Assistant Principals** \$3,000.00 each

## Section E

- Current contract language

## Section F

- Current contract language

**ARTICLE**

**BOARD PROPOSALS**

Article XVII  
Duration

Section A

- Current contract language

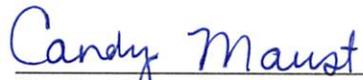
Section B

- The undersigned acknowledge that tentative agreement was reached during **FY 2016** negotiations between the authorized representatives of the Garrett County Administrators and Supervisors Association 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 become effective July 1, **2015**, and remain in full force and effect through June 30, **2016**, or until superseded by a new agreement in writing.

The aforementioned modifications supplement the *2012-2015 Comprehensive Agreement between the Garrett County Board of Education and the Garrett County Administrators and Supervisors Association* effectuated May 14, 2012; the FY 2014 contract modifications effectuated May 14, 2013; **and the FY 2015 contract modifications effectuated May 13, 2014.**

IN WITNESS WHEREOF, the Parties hereto have caused this document to be executed by their duly authorized officers on this **24<sup>th</sup> day of March 2015.**

**FOR GARRETT COUNTY ADMINISTRATORS  
AND SUPERVISORS ASSOCIATION**

  
Candy Maust, President

**FOR GARRETT COUNTY BOARD  
OF EDUCATION**

  
Matthew A. Paugh, President

  
Dave Yoder, Secretary

  
Janet S. Wilson, Ph.D., Superintendent