

**GCBOE/AFT Proposed Contract Language Revisions**  
**2025-2027 Comprehensive Agreement**  
**May 15, 2024**

Article	GCBOE/AFT
6.2 Parental Leave of Absence*	<p>9.2 PARENTAL LEAVE OF ABSENCE:</p> <p>A. A female unit member must use any or all accumulated leave during pre-and postnatal care for that period she is temporarily disabled, as determined by the unit member and her physician under the Family Medical Leave policy. B. A unit member using a leave of absence without pay for prenatal care, adoption, post-natal care and/or child bonding (not to exceed one (1) year in duration) shall have the opportunity to continue benefit programs provided to unit members. Unit members with at least one (1) year 19 experience with the Garrett County Board of Education will be required after the first twelve (12) weeks (assuming that unit member is approved and completed FMLA for the full 12 weeks of leave) to assume the Board's share of the premium in addition to any premiums he/she heretofore paid for dependent coverage and shall be offered employment upon expiration of such leave in the first available position for which he/she is certified within two (2) years from the ending date of the leave, provided that a written, advanced request is made to the Office of Human Resources and Employee Relations for re-employment which includes the anticipated date of return. If the return is within ninety (90) duty days and such return is stipulated at the beginning of the leave, the same position shall be offered. C. Adoptive parents may use up to twelve (12) weeks (assuming that unit member is approved and completed FMLA for the full 12 weeks of leave) in compliance with Family Medical Leave Act (FMLA) of any or all accumulated leave for the purpose of adoption and/or bonding.</p>
6.3 Extended Illness Leave*	<p>9.3 EXTENDED ILLNESS LEAVE:</p> <p>A unit member may be granted a leave of absence without pay for up to one (1) year to care for a seriously ill member of his/her immediate family when such illness is certified by the health care provider of the family member. Unit members with at least one (1) year of experience with the Garrett County Board of Education will be required after the first twelve (12) weeks (assuming that unit member is approved and completed FMLA for the full 12 weeks of leave) to assume the Board's share of the premium in addition to any premiums he/she heretofore paid for dependent coverage. The member may request upon expiration of such leave to be assigned to the first available position within their employee classification for which they are qualified. The request should be made to the Office of Human Resources and Employee Relations at least thirty (30) days before the return and should include the anticipated date of return. If the return is within ninety (90) duty days and such return is stipulated at the beginning of the leave, the same position shall be offered</p>
23.1 Fringe Benefits*	<p>A. 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 the age of 65) and their spouse enrolled in coverage through the Garrett County Employee Health Care Plan will be eligible to receive a</p>

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	<p>premium differential incentive to mitigate this premium cost share. Enrolled employees (active or retired under the age of 65) may earn six hundred dollars (\$600.00) toward their cost share for participating in certain activities within the Garrett County Employee Health Care Plan Wellness Program. In addition, their enrolled spouses may earn three hundred dollars (\$300.00) toward their share cost 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 timeframes:</p> <ol style="list-style-type: none"> <li>1. <del>CHRA (Clinical Health Risk Assessment)</del> Self-Assessment Questionnaire provided by the current medical carrier through the current healthcare provider; and</li> <li>2. Biometric health screenings or</li> <li>3. <del>Venture in Vitality Programs</del> Non-medical plan option(s)</li> <li>4. Tobacco Cessation requirements</li> </ol>																		
23.1 Fringe Benefits*	<p>C. The Board shall provide term life insurance of \$25,000 for each unit member (Double Indemnity included) and \$1,000 for each dependent, including spouse and children, up to age 26. Due to a unit member's age, unit members may be placed in the category of "Age Reduction," per the terms of the basic life and supplemental insurance contract.</p> <p>Basic Life and AD&amp;D insurance coverage and Supplement life amounts are reduced by 25 % at age 70 and by 33.33 % at age 75, as defined in our life insurance contract.</p>																		
23.1 Fringe Benefits*	<p style="text-align: center;"><b>2024-25 Renewal Plan Design Menu</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th colspan="3">Total Cost Estimate</th><th colspan="2"></th></tr> <tr> <th colspan="3"></th><th>Percent</th><th>Cost</th></tr> <tr> <td>All plans</td><td>1</td><td>Rx change: GLP1 Smart Edit</td><td>22 current users</td><td>Cost Avoidance</td></tr> </table> <p><b>The following two items are proposed:</b></p> <p>Effective 7.1.24, healthcare premiums will increase by 2% of the FY24 rates in FY25, FY26, and FY27. This will be a 6% increase in the healthcare premium rates over the next three years. Additionally, the applied 2% healthcare increase in FY25, FY26, and FY27 would be subject to changes in healthcare cost trends.</p>				Total Cost Estimate								Percent	Cost	All plans	1	Rx change: GLP1 Smart Edit	22 current users	Cost Avoidance
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All plans	1	Rx change: GLP1 Smart Edit	22 current users	Cost Avoidance															
23.2 Retirement Benefits*	<p>D. Effective July 1, 2024, newly hired unit members to GCPS would only be eligible for post-retirement insurance benefits until age 65 as Medicare eligible.</p>																		

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24 WORKING CONDITIONS	<p>D. Hazardous Conditions</p> <p>2. Head Custodians shall be allowed to select work-related clothing, at no cost to the bargaining unit member, from a list provided by management. Such clothing shall not total more than \$200 \$300 per fiscal year.</p>
Article 24 Salaries	<p>E. Effective 7.1.24, unit members will receive a 4.9% increase applied to salary scales. In 7.1.25, a 5.0% increase will be applied to salary scales, and in 7.1.26, a 5.1% increase will be applied to salary scales. This is a total of 15% over the next three years.</p> <p>The agreed-upon changes in salary negotiation would be subject to the availability of funding and any changes in the timeline for Blueprint implementation.</p>

Article 27. DURATION

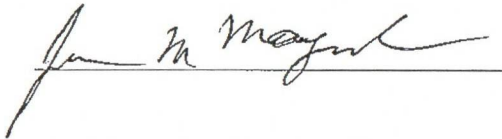
The undersigned acknowledges that a tentative agreement was reached during FY 2025-2027 negotiations between the authorized representatives of the Garrett County American Federation of Teachers (AFT) and the Garrett County Board of Education (hereinafter collectively, "the Parties"). Additionally, the 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, 2024, and remain in full force and effect through June 30, 2027, or until superseded by a new agreement in writing. The aforementioned modifications supplement the 2025-2027 Comprehensive Agreement between the Garrett County Board of Education and the Garrett County American Federation of Teachers (AFT), shall become effective July 1, 2024, and remain in full force and effect until June 30, 2027, or until superseded by a new agreement."

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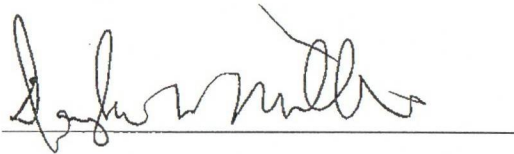
**May 15, 2024**

IN WITNESS WHEREOF, the Parties hereto have caused this document to be executed by their duly authorized officers on this 15th day of May 2024.

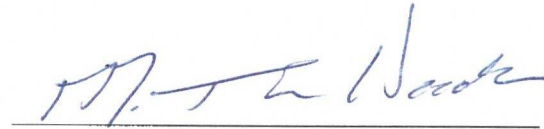
FOR GARRETT COUNTY AMERICAN FEDERATION OF TEACHERS (AFT)

A handwritten signature in black ink, appearing to read "Jim Magruder", written over a horizontal line.

Jim Magruder, AFT President

A handwritten signature in black ink, appearing to read "Doug Miller", written over a horizontal line.

Doug Miller, AFT Vice- President

A handwritten signature in blue ink, appearing to read "M. Tom Woods", written over a horizontal line.

M. Tom Woods, President

A handwritten signature in blue ink, appearing to read "Brenda McCartney", written over a horizontal line.

Dr. Brenda McCartney, Superintendent