

Head Custodian/Cafeteria Managers

Amendments to 2021-2024 Comprehensive Agreement

5.9.2023

Article	GCBOE/AFT													
Article 10 - Annual Leave	A. Head custodians who are employees on a twelve (12) monthly basis shall receive annual leave with pay as follows.													
	<table><tr><th>Years of satisfactory service</th><th>Annual Leave Days</th></tr><tr><td>1-2</td><td>5</td></tr><tr><td>3-4</td><td>10</td></tr><tr><td>5-19</td><td>15</td></tr><tr><td>20</td><td>20</td></tr><tr><td>25</td><td>25</td></tr></table>	Years of satisfactory service	Annual Leave Days	1-2	5	3-4	10	5-19	15	20	20	25	25	
Years of satisfactory service	Annual Leave Days													
1-2	5													
3-4	10													
5-19	15													
20	20													
25	25													
Article 10 New(D):	At the option of the employee, the employee may cash in two (2) days of Annual Leave (at the per diem rate) that exceeds 50 days instead of transferring the days to sick leave. This option can only be done once a year between June 15 - June 30. At the option of the employee, the employee can direct any portion of the Annual Leave cash-in into a GCPS-sponsored annuity account (457 or 403B).													
Article 14 - Reduction in force	A. General provisions 5. When a unit member is permanently assigned to a lower-paying position, the unit member shall be paid the wage rate of that employee classification. In the event of a reduction in force the affected Head custodian, if no other Head custodial position is available, and he/she is selected for, will be offered a custodial position and a salary equal to his/her present Head custodian salary. The salary would remain in effect for (2) two full fiscal years.													

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Article 23 Fringe Benefits		No premiums increase for healthcare insurance for the 2023-2024 school year for unit members.		
		Total Cost Estimate		
All plans			Percent	Cost
	1	Rx change -- add Prudent Rx for specialty drugs for a bronze plan (added to Gold and Silver on 7/1/22)	No current users	Cost Avoidance
	2	Rx change -- add utilization management for Auvvi-Q -- Prior Authorization with Step Therapy (generic epinephrine)	No current users	Save \$406/script
	3	Rx change -- add utilization management for Descovy -- Prior Authorization with Step Therapy (generic Truvada/emtricitabine/tenofovir)	No current users	Save \$716/script
	4	Rx change -- add utilization management for Xyrem -- Prior Authorization with Step Therapy and quantity limits (Wakix is a less costly alternative)	No current users	Save \$6,745/script
	5	Rx change -- add eSGM -- Enhanced Specialty Guideline Management on medications to treat Rheumatoid Arthritis. Current users are grandfathered. This eSGM looks at new utilizers for biologic specialty agents.	New users only	Cost Avoidance
	6	Rx change -- add eSGM -- Enhanced Specialty Guideline Management on medications to treat Atopic Dermatitis such as Dupixent. Current users are affected after the current PA expires; part of the approval process would look for current success with therapy. If the prescriber provides documentation showing the current therapy successful, the current utilizer could remain on the medication through the PA process	2 current users	Cost Avoidance
Article 25 Salaries		As of 7/1/2023, scales would increase by the following amounts based on the number of days in the duty year: • \$2,722 for 185 day scale • \$3,605 for 245 day scale Effective 7.1.23, all unit members will advance one step.		

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Article 32 DURATION

The undersigned acknowledges that a tentative agreement was reached during FY 2024 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 that 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, 2023, 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, 2023, 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 9th day of May 2023.

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