

Head Custodian/Cafeteria Managers
Amendments to 2018-2021 Comprehensive Agreement

June 9, 2020

Article	GCBOE/AFT				
<p>Article 13. Fringe Benefits</p>	<p>Effective for those retiring July 1, 2006, and thereafter, the Board will pay toward the cost, as defined in the Terms and Conditions of the Garrett County Health Care Plan and the Plan Provisions for Other Post-Employment Benefits, of POS (Individual Coverage) for those retirees under the age of 65 and a Medicare Supplement program for those retirees age 65 years or older. The payment will be based upon total years of full-time equivalent service with the Garrett County Board of Education, Board of Garrett County Commissioners, Garrett College, or a combination thereof. Part-time service will be prorated. The retiree may purchase dependent coverage, dental coverage, vision coverage, or a PPO plan with the additional cost the responsibility of the retiree</p> <p>FY21 Healthcare Plan Changes & Premium Rates with corresponding salary increase.</p> <p>(See Healthcare Plan Design Chart and Proposed Insurance Premium Rate for plan year FY2021)</p>				
<p>Article 29 Working Conditions C. Compensation Time and Call Back</p>	<p>All work up to 40 hours per week, inclusive of any holiday that falls in the work week, will be paid at the regular hourly rate. Work in excess of that 40 hours per week shall be compensated in accordance with the Fair Standards Labor Act. Overtime must be authorized in advance. Use of a sick, family illness, personal, or annual day during the work week of a holiday will negate any overtime pay beyond the 40 hours</p>				
<p>Article 15. Salaries</p>	<table border="1" style="width: 100%;"> <tr> <td style="width: 50%;">FY21 Healthcare Plan Changes & Premium</td> <td style="width: 50%;">Corresponding salary increase</td> </tr> <tr> <td>60/40 split for the renewal increase</td> <td>4.5% blended step</td> </tr> </table>	FY21 Healthcare Plan Changes & Premium	Corresponding salary increase	60/40 split for the renewal increase	4.5% blended step
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**Head Custodian/Cafeteria Managers
Agreement
May 27, 2020**

Article 32 DURATION

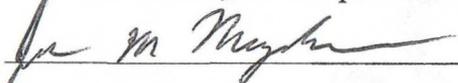
The undersigned acknowledge that tentative agreement was reached during FY 2021 negotiations between the authorized representatives of the Garrett County Federation of Teachers (Head Custodians/Cafeteria Managers) and the Garrett County Board of Education (hereinafter collectively, "the Parties"). Additionally, 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, 2020, and remain in full force and effect through June 30, 2021, or until superseded by a new agreement in writing. The aforementioned modifications supplement the 2018-2021 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, 2020, and remain in full force and effect until June 30, 2021, 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 27th day of May, 2020.

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



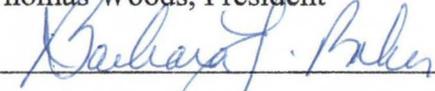
Brenda Yommer, Unit Representative



James Magruder, Unit Representative



Thomas Woods, President



Barbara Baker, Superintendent