

GCBOE/GCEA (Unit III: Support)

Amendments for the 2022-2024 Comprehensive Agreement

June 14, 2022

| Article | GCBOE |
|-----------------------------------|---|
| 5.7A Substituting | <p>When a teacher does not report for duty and a support staff member is used as a substitute teacher to cover instructional responsibilities, the compensation is as follows. An instructional assistant/clerical employee will receive forty-five dollars (\$45.00) if they substitute for more than half of their day workday or twenty-five dollars (\$25.00) for a class/half day. This amount will be in addition to the employee's regular pay for that day. Compensation will be the same if they serve as substitute teacher in non/emergency situations, including IEP meetings.</p> <p>Instructional Assistants, Clerical Employees, will be selected on a rotational basis within each school where practical. Instructional Assistants, Clerical Employees will be sought on a volunteer basis.</p> <p>Special Education Instructional Assistants may be used as long as they substitute for a special education teacher. Special Education Instructional Assistants who have the assignment of a one-on-one with a student may be used to substitute when their assigned student is absent, if they continue to serve students with disabilities.</p> |
| Article 12 Fringe Benefits | <ul style="list-style-type: none">• Unbundle Dental Dental premium rates change to 50/50 Split between Board & Employee• Medical/Rx<ul style="list-style-type: none">○ Gold plan premium rates increase 11.3% & change to Defined Contribution Model.○ Silver & Bronze premium rates increase 11.3%.○ No medical plan design changes• Plan design - Specialty Rx Plan Design- add Prudent RX |
| Article 13 Salaries | <p>Late Year Step* + \$1075 applied to Scales *Late year step is modeled as a step being applied to the last eight (8) pay periods of the duty year.</p> |

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XIX. DURATION

The undersigned acknowledge that tentative agreement was reached during FY 2023 negotiations between the authorized representatives of the Garrett County Education Association (Unit I) 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, 2022, 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 2022-2024 Comprehensive Agreement between the Garrett County Board of Education and the Garrett County Teachers Association (Unit I), effectuated June 14, 2022.

IN WITNESS WHEREOF, the Parties hereto have caused this document to be executed by their duly authorized officers on this 14th day of June 2022.

FOR GARRETT COUNTY

EDUCATION ASSOCIATION (TEACHERS)



Patrick Damon, President

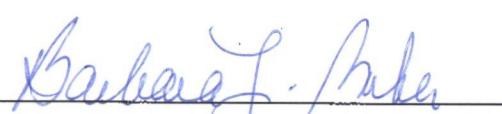


Lois Lipscomb, GCEA Unit III Representative

FOR GARRETT COUNTY BOARD OF EDUCATION



M. Tom Woods, President



Barbara Baker, Superintendent