

GCBOE/GASA
Amendments to 2018-2021 Comprehensive Agreement

June 9, 2020

Article	GCBOE/GASA
Article IV Annual Leave:	At the option of the employee, the employee may cash-in one (1) day 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.
Article IV: Leaves K. Emergency Management, 4.	A. Any twelve (12)-month unit member designated as an essential employee by the Superintendent shall have the following work options when schools are closed: 1. Report to his/her regular worksite, 2. Report to the closest Board facility to his/her home, or 3. Take liberal leave. 4. Telework a maximum of two (2) days with Supervisory approval. B. An eleven (11)-month employee who works, or teleworks, on an inclement weather day when schools are closed with his/her Supervisor's approval, shall count his/her day (a maximum of two (2) days with Supervisory approval) toward his/her total number of days to be worked in a work year. C. In the event a bargaining unit member is chosen as a designated essential employee by the Superintendent for the purpose of addressing weather-related or emergency situations, an additional day of annual leave (12 month) or personal leave (11 month) shall be granted for each day of the event used for this purpose. 4. B. Any unit member may count a telework day towards his/her contract days under the following conditions: schools are closed due to inclement weather day (Code Red or Blue) and approval is granted by his/her Supervisor and the Superintendent. A maximum of two (2) telework days per unit member will count toward the contract days in any given contract year.

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XIII. FRINGE BENEFITS	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. FY21 Healthcare Plan Changes & Premium Rates with corresponding salary increase.				
XIV. SALARIES D.	(See Healthcare Plan Design Chart and Proposed Insurance Premium Rate for plan year FY2021) D. At the high school level only, Principals and Assistant Principals 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. Amounts shall be as follows: • Principals \$1,000 each • Assistant Principals \$1,000 each				
XIV. SALARIES New H.	Effective July 1, 2020, high school assistant principals will have a work year of 12 months. <table border="1" data-bbox="1068 573 1219 1497"> <tr> <td data-bbox="1068 1089 1143 1497">FY21 Healthcare Plan Changes & Premium</td><td data-bbox="1068 573 1143 1089">Corresponding salary increase</td></tr> <tr> <td data-bbox="1143 1089 1219 1497">60/40 split for renewal increase</td><td data-bbox="1143 573 1219 1089">Step+ 3% blended</td></tr> </table>	FY21 Healthcare Plan Changes & Premium	Corresponding salary increase	60/40 split for renewal increase	Step+ 3% blended
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GCBOE/GASA Negotiation
2020-2021 Comprehensive Agreement

June 9, 2020

The undersigned acknowledge that tentative agreement was reached during FY 2021 negotiations between the authorized representatives of the Garrett County Administrators and Supervisors (GASA) 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 May 27, 2020, and remain in full force and effect through June 30, 2022, 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 Administrators and Supervisors (GASA), shall become effective July 1, 2020, and remain in full force and effect until June 30, 2022, 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 ADMINISTRATORS AND SUPERVISORS (GASA)



Dan Besseck, Unit Representative



M. Tom Woods, President



James Friend, Unit Representative



Barbara Baker, Superintendent