

# GCBOE/GASA

## Amendments to 2022-2024 Comprehensive Agreement

May 9, 2023

Article	GCBOE/GASA
<b>Article 4 – Leaves</b> Article 4.1 (New F) Sick Leave Perfect Attendance Incentive:	<p>Effective July 1, 2023, a Perfect Attendance Incentive will be offered for all eligible members in this bargaining unit. Said staff members may convert one (1) sick day per diem twice a year in which they attain perfect attendance (no use of sick leave, personal leave, family illness, leave without pay, or administrative leave used as a result of disciplinary action). The conversion of sick leave payment to the per diem rate shall be made by direct deposit after the end of each fiscal quarter. To be eligible, an employee must be employed for the semester being assessed and on the date of payout.</p>
<b>Article 4.9 (C):</b>	<p>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).</p>
<b>Article 14 - Salaries</b> <b>Article 14 (D):</b>	<p>Increase high school principals' stipend from \$1,000 to <b>\$1,750</b>            Increase assistant high school principals' stipends from \$1,000 to <b>\$1,750</b></p>
<b>Article 14 (New J):</b>	<p>As of 7/1/2023, scales would increase by the Flat Dollar Amount of \$2,751, based on the number of days in the duty year:</p> <ul style="list-style-type: none"> <li>• \$ 3,046 for 207-day scale</li> <li>• \$ 3,561 for 242-day scale</li> </ul> <p>Effective 7.1.23, all unit members will advance one step.</p>
<b>Article 14 (New K):</b>	<p>Unit members who provide classroom coverage when all other options have been exhausted shall be paid \$35 in each instance to cover an instructional class period when a substitute teacher is not available. The time paid should be equal to and not in excess of a class period.</p>

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No premiums increase for healthcare insurance for the 2023-2024 school year for unit members.

Article 13  
Fringe Benefits

Total Cost Estimate			
		Percent	Cost
All plans	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 Anvi-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

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Article XVI. DURATION

The undersigned acknowledges that a tentative agreement was reached during FY 2024 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 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 2022-2024 Comprehensive Agreement between the Garrett County Board of Education and the Garrett County Administrators and Supervisors (GASA), 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 ADMINISTRATORS AND SUPERVISORS (GASA)



Dan Besseck, Unit Representative




M. Tom Woods, President

**GCBQE/GASA**

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May 9, 2023

  
James Friend, Unit Representative

  
Barbara Baker, Superintendent