

CONFIDENTIAL

GCAFT (Head Custodians/Cafeteria Managers) NEGOTIATIONS
Board Package #1

ISSUES	BOARD PROPOSALS
<p style="text-align: center;">Article VIII C. Personal Leave</p> <p>GCAFT Request</p>	<p>Provided these days are not used by the employee, up to two (2) of the days may be accumulated as personal leave days. The maximum number of personal leave days a unit member may use in one year shall be five (5) <u>six (6)</u> providing they have accumulated two (2) personal leave days from the prior year. The use of more than three (3) consecutive personal leave days must have prior approval from the appropriate administrator.</p>
<p style="text-align: center;">Article VIII C. Personal Leave</p> <p>GCBOE Accept</p>	<p>Each bargaining unit member shall be entitled to three (3) <u>four (4)</u> days of personal leave per year with pay and chargeable to sick leave. Personal leave shall be for the transaction of personal business that cannot be accomplished other than during the duty day. Provided these days are not used by a bargaining unit member, up to two (2) days will be accumulated as personal leave days. The use of more than three (3) consecutive personal leave days must have prior approval from the appropriate administrator.</p>

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<p>Article XVII. Non-Work Days.</p> <p>GCAFT Request</p>	<p>Should a bargaining unit member work for an outside agency on a non-work <u>day or on any day beyond the unit members regular work hours</u>, he/she will be compensated at one and one-half times (1.5x) his/her hourly rate of pay, regardless of the number of hours worked or amount of leave used during his/her regular work week.</p>
<p>Article XVII. Non-Work Days.</p> <p>GCBOEC Accept</p>	<p>Should a bargaining unit member work for an outside agency on a non-work <u>day or on any hours beyond the unit members regular duty day hours</u>, he/she will be compensated at one and one-half times (1.5x) his/her hourly rate of pay, regardless of the number of hours worked or amount of leave used during his/her regular work week.</p>

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Article XXVIII Fringe Benefits GCBOE Request	<u>The Association agrees to accept the health care changes negotiated by the Garrett County Education Association and the Garrett County Board of Education for FY 2017, FY 2018, FY 2019. Should any additional changes to health care be negotiated by GCEA during these fiscal years, then the same contract language shall apply for Garrett County Federation of Teachers (Head Custodians/Cafeteria Managers) represented by bargaining unit members.</u>

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ISSUES	BOARD PROPOSALS
<p>Article 6.3. Employee Rights</p> <p>6.3 Reduction in Force</p> <p>GCBOE Request</p>	<p>6.3 REDUCTIONS IN FORCE:</p> <p>General Provisions: Seniority is the deciding factor in reduction in force within an employee classification.</p> <p>Reduction in force will be initiated as follows:</p> <ol style="list-style-type: none">1. Affected unit member(s) and the Association shall be notified, if possible, prior to the reduction in force.2. The least senior unit member(s) in the employee classification being reduced shall be the first to be laid off until the total number of unit member(s) necessary are laid off, provided the needs of the school system are met.3. The unit member(s) in the position(s) being eliminated will have the right to replace the unit member(s) with the less seniority in the same employee classification. However, first assignment will be in any vacant or newly created position(s) in the same employee classification. When more than one position is being eliminated, replacement will be done in accordance with seniority, with the individual with greatest seniority having first selection.4. The unit member(s) having no position to accept shall be placed on the recall list.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.6. Unit member(s) may decline to bump and will be placed on the recall list.7. The recall privilege shall exist for a two (2) year period. A unit member shall remain on the recall list for a period of two (2) years effective July 1, 2013. Unit member(s) on layoff will keep the office of Human Resources informed of current address and status of employment.8. When a position becomes available for which a unit member on recall is qualified, the position will be offered by verbal notification with the unit member, and will be documented with a follow-up letter to the appropriate unit member on the basis of seniority. The offer is valid for a period of ten (10) days from the date of the written notification. Failure of the unit member to respond to such an offer within that period will be regarded as a refusal. Unit members refusing such an offer will be removed from the recall list.9. A person who is on the recall list is eligible to continue insurance benefits in accordance with the Consolidated Omnibus Budget Reconciliation Act (COBRA).
<p>Article XIX</p> <p>GCEA Counter</p>	

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Article LX WORKING CONDITIONS B. Duty Day	1. The duty day for Head Custodians and Cafeteria Managers shall consist of eight (8) consecutive hours, including a 30 45 minute duty-free lunch period, except, by mutual agreement between the unit member and their supervisor, the number of hours may be reduced. The Federation will be notified of all requests. Head Custodians may leave the building during their lunch break if approved by the principal. 2. Unit members scheduled to work on a non-student day or during non-student hours shall have a forty-five (45) minute duty-free lunch period and may leave the building
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Article XXX Salaries GCAFT Request	➤ Apply a 1.25% increase to base salary scales.
Article XXX Salaries GCBOE Counter	➤ Apply a 1.25% increase to base salary scales, effective July 1, 2017.

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Article 32 DURATION

The undersigned acknowledge that tentative agreement was reached during FY 2017 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, 2017, and remain in full force and effect through June 30, 2018, or until superseded by a new agreement in writing. The aforementioned modifications supplement the *2015-2018 Comprehensive Agreement between the Garrett County Board of Education and the Garrett County Federation of Teachers (Head Custodians/Cafeteria Managers)*, effectuated April 3, 2017 and FY 2018 contract modifications effectuated March 31, 2017.


IN WITNESS WHEREOF, the Parties hereto have caused this document to be executed by their duly authorized officers on this 31st day of March 2017.


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


Brenda Yommer, Unit Representative


James Magruder, Unit Representative

FOR GARRETT COUNTY BOARD OF EDUCATION


Monica Rinker, President


Barbara L. Baker, Superintendent