

## **CONFIDENTIAL**

### **GCEA (Unit I) NEGOTIATIONS Tentative Agreements 2017-18**

ISSUES	TENTATIVE AGREEMENTS
<b>Article III Working conditions Duty Year Workdays</b>	<p>B. Preparation Time 2. All elementary teachers shall be provided, during each duty week, with not less than 250 minutes per week during the student day in increments of not less than thirty (30) minutes on a regularly scheduled student day.</p> <p>D. Duty Year b) <del>Three (3)</del> Two (2) days prior to the start of school shall be used for professional and staff development activities, as determined by the Superintendent or his/her designee.</p> <p>E. Two of the first four duty days for bargaining unit members will be used exclusively for individual bargaining unit member worksite preparation.</p> <p>F. The afternoon on the first day for students will be used exclusively for individual bargaining unit member worksite preparation.</p> <p>G. At least six (6) late nights per year will be allocated for the purpose of individual bargaining unit member worksite work. If cancelled due to inclement weather, this time will not be made up within the month.</p>

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Article IV, A. Sick Leaves	<p>A. During the first year of employment in Garrett County and during each successive year thereafter, each bargaining unit members shall <del>be entitled to</del> accrue fourteen (14) days of sick leave per year, in which the bargaining unit member is entitled to the flexibility of using leave in the following manner (family illness, self-sick, and up to four (4) personal days. A bargaining unit member may use any or all of the fourteen (14) annual allotted days for illness in the immediate family.</p> <p>As part of a qualifying Family Medical Leave, a bargaining unit member may use up to thirty (30) days of his/her accumulated sick leave for illness in the immediate family, less any annual sick leave days previously used from the current year's appropriation for this purpose. Immediate family shall mean spouse, children, mother, father, or anyone who lives regularly in the household</p> <p>B. Upon a unit member's retirement, he/she shall receive thirty dollars (\$30.00) <del>dollars</del> for each unused day of sick leave accumulated up to <del>one hundred and fifty (150)</del> two hundred and nine (209) days. Should the unit member die while in active service, the designated beneficiary shall receive the amount of thirty dollars (\$30.00) for each unused day of sick leave accumulated up to <del>one hundred and fifty (150)</del> two hundred and nine (209) days. At the option of the bargaining unit member, all or a portion of the stipend may be placed into a tax deferred or sheltered annuity plan.</p> <p>Note: Unused days of sick leave will also be converted to months of creditable service by the Maryland State Retirement and Pension System</p> <p>1. <b>Stipend for Early Notification of Retirement</b> If funding is available, GCBOE will offer members of this bargaining unit a stipend for early notification of retirement, notification date and stipend amount determined by the Superintendent.</p>

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<b>Article V Teacher Rights</b>	<p>E. Reduction in Force</p> <ol style="list-style-type: none"><li>1. In any reduction in force as a result of budgetary actions or curriculum and/or administrative reorganization, teachers shall be laid-off <del>solely on</del> <u>in</u> inverse order of seniority by date of employment based on certification</li><li>2. Seniority <del>is defined as length of service</del> in the bargaining unit <del>and</del> is determined from the most recent date of hire which <del>is the date the employee was approved by the Board, and shall include time on approved leave or layoff. If two or more unit members with the same certification are hired on the same date, the establishment of seniority shall be determined by the time recorded at the signing of the employee's contract. a random selection process shall occur with all affected employees present to establish their placement on the seniority list. Their place on the seniority list shall remain the same throughout their employment with the Garrett County Board of Education.</del></li><li>3. Subject to certificate endorsement, normal attrition (teachers who resign or retire will not be replaced) will be used if possible.</li><li>4. In any reduction in force, <u>based upon the certification</u>, conditional certificated teachers may be separated first, then non-tenured <del>professionally</del> certificated teachers.</li><li>5. While a layoff continues, no new teachers will be considered for employment except in unique circumstances where there are no teachers on layoff qualified to fill a vacant position and all qualified teachers on layoff decline the offer to fill the vacancy. Teachers on layoff will keep the <del>personnel office</del> <u>Office of Human Resources</u> informed of current address and status of employment.</li><li>6. Teachers on layoff will be recalled in reverse order of layoff <u>based on certification</u> when appropriate vacancies become available.</li><li>7. Teachers on <del>recall</del> <u>layoff</u> shall have priority in serving as long term substitutes if certified in that field.</li><li>8. The recall privilege shall exist for a two (2) year period.</li><li>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).</li></ol>



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<b>Article XIII Fringe Benefits</b>	<p>A. Beginning January 1, 2018, <u>an up to</u> nine hundred dollar (\$900.00) health insurance cost share will become effective through the end of each plan year. Each employee (active or retired under age 65) and their spouse enrolled in coverage through the Garrett County Employee Health Care Plan will be eligible to receive a premium differential incentive to mitigate this premium cost share. <u>Enrolled employees</u> (active or retired under age 65) <u>may earn \$ 600.00 toward their cost share for participating in certain activities within the Garrett County Health Care Plan Wellness Program.</u> In addition, their enrolled spouses may earn <u>\$ 300.00 toward their cost share for participating in the same activities within the Garrett County Health Care Plan Wellness Program.</u> Currently, the required activities include the following, which must be completed within certain timeframes in 2017 to earn the incentive for 2018.</p> <ol style="list-style-type: none"><li>1. Biometric health screening; and</li><li>2. CHRA (Clinical Health Risk Assessment) through UMR</li></ol> <p>B. Contingent upon meeting the requirements outlined in section B above, the Board shall continue to pay the full premium cost of an individual POS (Point of Service) group hospitalization and medical insurance plan, an individual dental plan, and an individual vision plan for each member. Employees may enroll eligible dependents in the POS program, enroll themselves in the PPO (Preferred Provider Organization) program, or enroll themselves and dependents in the PPO program by paying a share of the premium according to the terms and conditions of the Garrett County Employees Health Care Plan. The unit member's share of any premium shall be paid by payroll deduction</p> <p>C. 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, of <del>MPOS</del> (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, and vision coverage or a PPNO plan with the additional cost being the responsibility of the retiree.</p> <p>D. Individuals must be eligible for retirement under the Maryland State Retirement and Pension system <del>or the Maryland State Retirement System.</del> Individuals must go directly into retirement after employment with the Garrett County Board of Education, have and maintain Board of Education sponsored group health insurance coverage. There cannot be any time break between the last day of employment with the Garrett County Board of Education and the commencement of receiving retirement benefits from the State of Maryland Retirement and <del>or</del> Pension system.</p>
<b>Article XVI Salaries</b>	<p>➤ Full-Year Step, effective July 1, 2017</p>

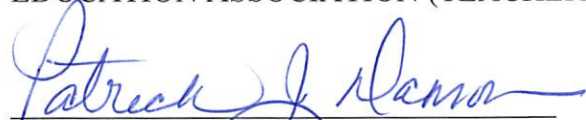
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Tentative Agreements 2017-18**

The undersigned acknowledge that tentative agreement was reached during FY 2017 negotiations between the authorized representatives of the Garrett County Education Association (Teachers) 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 Teachers Association (Teachers)*.


IN WITNESS WHEREOF, the Parties hereto have caused this document to be executed by their duly authorized officers on this 13<sup>th</sup> day of June 2017.

FOR GARRETT COUNTY  
EDUCATION ASSOCIATION (TEACHERS)

  
Dr. Patrick Damon, President

FOR GARRETT COUNTY BOARD OF EDUCATION

  
Ms. Monica Rinker, President

  
Ms. Barbara L. Baker, Superintendent

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