

GCEA (Unit I) NEGOTIATIONS

Amendments to 2018-2021 Comprehensive Agreement

June 12, 2020

Article	GCBOE/GCEA
Article 3.1-New F.-Duty Day	The duty day may be extended by no more than once a month for the maximum of forty-five (45) minutes for the purpose of school-based meetings to be held by supervisors, building administrators, or teacher leaders. The duty days for the remainder of the pay period in which the meeting is held will be shortened by a total of forty-five (45) minutes to compensate. Every effort will be made to ensure that all unit members can attend without affecting their duty day beyond this extension.
Article 3.4.C- Duty Year	<p>1. Parent Conferences: Two (2) One (1) days for parent conferences</p> <p>2. Staff Development: a. Two (2) Three (3) 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>3. Workdays: a. Two of the first four five duty days for bargaining unit members to be used exclusively for individual bargaining unit member worksite preparation. A minimum of one of these days shall be in a full day increment. The remaining day may be in two (2) half-day increments. A half day increment is defined as three and a half (3.5) hours.</p>
Article 10.1.A A. Misbehavior	A.-Misbehavior – When a student's behavior seriously disrupts the instructional program to the detriment of other students, the classroom teacher may remove the student from class and refer the student to the principal or designee. The principal will determine the time of return to class, but such determination shall only be made after consultation with the teacher. Any affected unit member with supervisory responsibility for the student will be provided information pertinent to the student's instructional needs. A copy of the student's disposition will be provided to the referring unit member. Any unit member may request a conference with the administrator prior to the student's readmission. Additionally, any unit member with supervisory responsibility will be made aware of the disposition of that student as soon as possible.
Article 10. New D	When GCPS is informed that a student engaged in reportable offenses, or when a student is transitioning to a school from an outside facility, that information will be shared with staff who have

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	supervisory responsibility for that student unless prohibited by law. Opportunity for feedback on behavior, safety and individualized education plans will be provided for the affected staff prior to implementation.					
Article XIII. Fringe Benefits	<p>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</p> <p>FY21 Healthcare Plan Changes & Premium Rates with corresponding salary increase.</p>					
Article XV. Salaries	<table><tr><td>FY21 Healthcare Plan Changes & Premium</td><td>Corresponding salary increase</td></tr><tr><td>60/40 for renewal increase</td><td>Blended Step with 2.05% except Longevity at 16, 20 & 25</td></tr></table>		FY21 Healthcare Plan Changes & Premium	Corresponding salary increase	60/40 for renewal increase	Blended Step with 2.05% except Longevity at 16, 20 & 25
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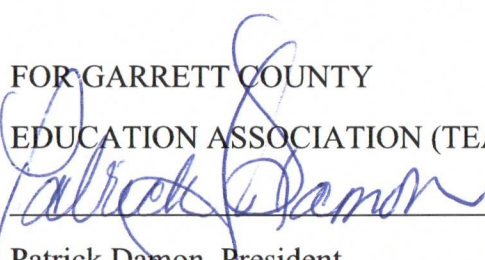
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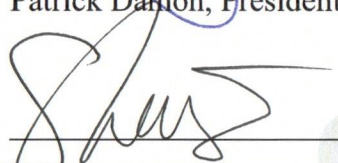
XIX. DURATION

The undersigned acknowledge that tentative agreement was reached during FY 2020 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, 2020, and remain in full force and effect through June 30, 2021, 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 Teachers Association (Unit I), effectuated June 9, 2020.

IN WITNESS WHEREOF, the Parties hereto have caused this document to be executed by their duly authorized officers on this 12th day of June 2020.

FOR GARRETT COUNTY
EDUCATION ASSOCIATION (TEACHERS)


Patrick Damon, President


Stephanie Lewis, Vice President

FOR GARRETT COUNTY BOARD OF EDUCATION


M. Tom Woods, President


Barbara Baker, Superintendent