

**MEMORANDUM OF UNDERSTANDING BETWEEN THE
BOARD OF EDUCATION OF GARRETT COUNTY AND
ALL BARGAINING UNITS FOR GARRETT COUNTY PUBLIC SCHOOLS**

This **MEMORANDUM OF UNDERSTANDING** (hereinafter "MOU") is entered this ____ day of November, 2021, between the Board of Education of Garrett County (hereinafter "the Board") and Garrett County Education Association ("GCEA"); the Garrett Administrators and Supervisors Association (GASA); and GCAPT Head Custodian and Cafeteria Managers (hereinafter collectively referred to as the "Associations").

WHEREAS, the Board and the Associations are parties to written agreements for the period of July 1, 2021, through June 30, 2024 (hereinafter "the Master Agreements"); and

WHEREAS, the Board and the Associations desire to memorialize an additional temporary agreement that has been reached between the parties as a result of the ongoing COVID-19 pandemic;

NOW THEREFORE, it is agreed by and between the Board and the Associations as follows:

1. This MOU is valid during the period of school year 2021-2022 only.
2. This MOU is not establishing precedent or past practice.
3. This MOU does not constitute a permanent change or modification to the Master Agreements.
4. Except as otherwise expressly stated in this MOU, all provisions of the Master Agreements shall continue in effect during the period that this MOU remains in effect.
5. Subject to #10 below, this MOU applies only to fully vaccinated bargaining unit members. For purpose of this MOU, fully vaccinated bargaining unit members shall mean a unit member who has:
 - a. received both doses of the Pfizer or Moderna vaccine OR one dose of the Johnson & Johnson vaccine

AND

 - b. who has received any and all COVID-19 booster vaccines that the unit member is eligible to receive. Determination of whether a unit member is eligible for a COVID-19 booster vaccine is determined through Maryland Department of Health Guidelines and CDC Guidelines.
6. Any fully vaccinated bargaining unit member who is directed by the Board or Garrett County Health Department to quarantine due to a work-related positive COVID-19 test result or the presence of suspected COVID-19 symptoms will be provided up to a maximum of ten (10) days paid administrative leave during the 2021-2022 school year.
7. If contact tracing is unable to determine where a fully vaccinated bargaining unit member was exposed to COVID-19, said fully vaccinated unit member shall be eligible to receive up to a maximum

of ten (10) days paid administrative leave during the quarantine period, subject to the maximum of ten (10) days paid administrative leave during the 2021-2022 school year.

8. A fully vaccinated bargaining unit member shall be eligible to receive administrative leave only for workdays missed during the isolation/quarantine period or until COVID-19 symptoms alleviate, up to the maximum of ten (10) days paid administrative leave for school year 2021-2022.
9. Fully vaccinated bargaining unit members are required to submit official proof of vaccination to be eligible for any benefits offered through this MOU.
10. An unvaccinated bargaining unit member who is medically restricted from receiving the COVID-19 vaccination is eligible for up to a maximum of ten (10) days paid administrative leave subject to the terms of #6, 7 and 8 above. Such bargaining unit members who are medically restricted from receiving COVID-19 vaccinations shall provide medical documentation of the medical restriction to receiving the COVID-19 vaccination to the Board for review and determination to be eligible for any benefits offered through this MOU.
11. Any violation of this MOU shall be subject to the grievance process outlined in the Master Agreement for the respective Association.
12. In all other respects, the Board and Associations hereby ratify, confirm and approve all other portions of their respective Master Agreements.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Understanding as of the first day written above.

For the Garrett County Board of Education

Th. Warden - President
Barbara J. Parker, Supt.

For the Garrett County Education Association

Dr. Rebecca J. Gifford
President

For the Garrett Administrators and Supervisors Association

James J. [Signature]

For the GCAFT Head Custodians and Cafeteria Managers

John M. [Signature]