

GCBCE/GCEA (Unit III: Support)

Amendments to 2022-2024 Comprehensive Agreement

6/13/23

Article	GCBCE/GCEA Unit (III)																		
7.1 Involuntary Transfer New C.	A. An employee may be involuntarily transferred only when the number of positions in an employee classification at a work site is to be reduced, to meet a documented need of the school system, or for other reasons as the Superintendent deems that the needs of the schools require. B. In the event of an involuntary transfer to reduce staff at a work site, the least senior qualified unit member in the employee classification at that work site shall be transferred. C. Any employee affected by an involuntary transfer will be given the opportunity to interview for any open position that they are qualified for and apply for.																		
Article 12 Fringe Benefits	No premiums increase for healthcare insurance for the 2023-2024 school year for unit members. <table><tr><th colspan="4">Total Cost Estimate</th></tr><tr><th colspan="2"></th><th>Percent</th><th>Cost</th></tr><tr><td rowspan="3">All plans</td><td>1</td><td>Rx change -- add Prudent Rx for specialty drugs for the bronze plan (added to Gold and Silver on 7/1/22)</td><td>No current users Cost Avoidance</td></tr><tr><td>2</td><td>Rx change -- add utilization management for Auvi-Q -- Prior Authorization with Step Therapy (generic epinephrine)</td><td>No current users Save \$406/script</td></tr><tr><td>3</td><td>Rx change -- add utilization management for Descovy -- Prior Authorization with Step Therapy (generic Truvada/emtricitabine/tenofovir)</td><td>No current users Save \$716/script</td></tr></table>	Total Cost Estimate						Percent	Cost	All plans	1	Rx change -- add Prudent Rx for specialty drugs for the bronze plan (added to Gold and Silver on 7/1/22)	No current users Cost Avoidance	2	Rx change -- add utilization management for Auvi-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
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6/13/23

			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	
	4		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	
	5		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 successfully, the current utilizer could remain on the medication through the PA process	2 current users	Cost Avoidance	
13.1 Salaries	As of 7/1/2023, scales would increase by the Flat Dollar Amount (FDA) of \$2,751 for 187 duty year and prorated by the number of days in duty year for other classifications. Increase the add-to-base longevity as the following: 10 years = \$488 (262) \$1,000 15 years = \$977 (523) \$1,500 20 years = \$1,465 (535) \$2,000 25 years = \$1,954 (542) \$2,500 Nurses in this unit will have an eight (8) hour duty day.					
5.1 Duty Year	A. The duty year for media and instructional assistants will be at most 187 work days. The duty year for Secretary VI will not exceed 197 work days. The duty year for nurses will be at most 197 189 work days.					

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Amendments to 2022-2024 Comprehensive Agreement

6/13/23

5.2 Work Day	A. Workdays for the following unit members: media, instructional, designated food service assistants and workers; and school-based Secretaries VI shall be seven hours and thirty-six minutes (7.6 hours). The work day for nurses shall be eight hours (8 hours). All unit members will have a paid thirty (30) minute duty-free lunch period. Bargaining unit members may leave the building during their scheduled lunch period by notifying the principal or designee and using a method designated by the Superintendent or designee
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6/13/23

14.4. DURATION

The undersigned acknowledges that a tentative agreement was reached during FY 2023 negotiations between the authorized representatives of the Garrett County Education Association (Unit III) 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 Teachers Association (Unit III), effectuated June 13, 2023.

IN WITNESS WHEREOF, the Parties hereto have caused this document to be executed by their duly authorized officers on this 13th day of June 2023.

FOR GARRETT COUNTY

EDUCATION ASSOCIATION (TEACHERS)

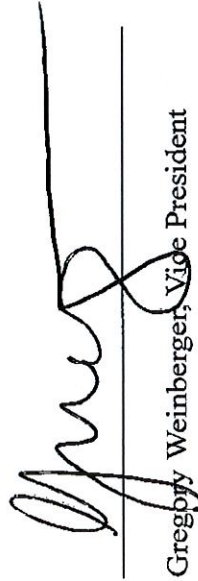


Heather Roth, President

FOR GARRETT COUNTY BOARD OF EDUCATION



M. Tom Woods, President



Gregory Weinberger, Vice President



Barbara Baker, Superintendent