

A&S NEGOTIATIONS
Amendments to 2012-2015 Comprehensive Agreement

ISSUES	BOARD PROPOSALS
<p>Article III Working Conditions</p>	<p>A. Work Year The work year for 11 and 12 month administrative employees is as provided in Administrative Procedure 533.1-10. (Note: The work year for 11 month administrative and supervisory employees will be determined by adding 20 days to the number of days worked by teachers.)</p> <p><u>The work year for 12-month administrative employees shall normally be 241 workdays but may vary based upon the number of workdays established by the financial/payroll calendar. The work year for 11-month administrative employees shall be determined by adding twenty (20) days to the number of days worked by teachers.</u></p> <p>During a period of the summer designated by the Superintendent, 11 and 12 month administrators and supervisors are allowed an option to fulfill their 40-hour work week obligation either through four ten-hour days or the customary five eight-hour days (inclusive of a 45-minute lunch period).</p> <p>All A & S Personnel will be dismissed two (2) and one-half hours earlier than their regular duty day prior to the Thanksgiving and Christmas holidays.</p>

ISSUES**BOARD PROPOSALS**

Article IV
Leaves

A. Sick Leave

1. During the first year of employment in Garrett County and during each successive year thereafter each 12-month A&S employee shall be entitled to fourteen days of sick leave per year and each 11-month A & S employee shall be entitled to thirteen days of sick leave per year. Absences on account of illness exceeding accumulated sick leave, if supported by a note from a physician, shall be deducted at the rate of 1/300th of annual salary for 50 days or 50% of the accumulated sick leave to the A & S person's credit as of the beginning of the duty year, whichever is of maximum benefit to the person. Ten days of sick leave may be used for illness in the A&S person's immediate family, namely spouse, children, mother, father or anyone who lives regularly in the household.

4. If sick leave is exhausted, an A&S person, with three full years of service in any position within the Garrett County Public Schools, may borrow up to ten days of sick leave, for sick leave purposes, which he would be expected to earn the following year, provided such request is made prior to or within the pay period. In the event the absence occurs on the last day of the reporting period, the request must be made within two (2) duty days. In case of resignation or retirement, the borrowed sick leave will be deducted from the administrator/supervisor's final salary check.

H. Annual Leave

Each 12-month administrator/supervisor is eligible for **shall be granted** 15 days of annual leave. An additional five (5) days of annual leave is **shall be granted for** to those **employees** with 10 or more years of **credited** service, ~~ten of which must have been worked in Garrett County as an educator within a Maryland Public School System.~~ **Related work experience in non-school setting may also be considered when determining additional annual leave.**

Annual leave may accumulate to a maximum of 50 days as of June 30 of any given year. It is unlawful to transfer unused annual leave to sick leave.

If school is held on a **previously identified** non-work day for twelve-month employees, all twelve-month employees shall be granted one (1) additional day of annual leave. If school is held on a school calendar day designated parent conference day in the calendar, twelve-month employees that work parent conference evenings shall be granted one additional day of annual leave.

At the end of the calendar year, if an employee's annual leave balance exceeds fifty (50) days, and if his/her request for annual leave was made within a timely manner but was otherwise denied, the employee may request payment for annual leave in excess of the maximum accumulation. Such a request shall be made to the Superintendent or designee and shall be accompanied by the employee's written request for leave, as well as the denial from the employee's supervisor. The Superintendent or designee shall make the final decision regarding payment, and any final decision shall be stated in writing.

ISSUES	BOARD PROPOSALS
Article XV Salaries	Section A <ul style="list-style-type: none"> • Current contract language Section B <ul style="list-style-type: none"> • Current contract language
	Section C <ul style="list-style-type: none"> • <u>1 Step, if applicable</u> • <u>1% applied to base</u> Section D <ul style="list-style-type: none"> • Current contract language Section E <ul style="list-style-type: none"> • Current contract language <u>Section F</u> <ul style="list-style-type: none"> • <u>Should an 11-month employee be mandated to work in July, he/she shall be paid at his/her per diem rate for each day worked.</u>

ISSUES	BOARD PROPOSALS
<p>Article XIV Fringe Benefits</p>	<p>Section A</p> <ul style="list-style-type: none"> • Current contract language <p>Section B</p> <ul style="list-style-type: none"> • Current contract language <p>Section C</p> <ul style="list-style-type: none"> • Current contract language <p>Section D</p> <ul style="list-style-type: none"> • Current contract language <p>Section E</p> <ul style="list-style-type: none"> • Current contract language <p>Section F</p> <ul style="list-style-type: none"> • Current contract language

XVII. DURATION

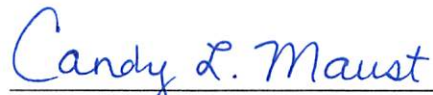
The undersigned acknowledge that tentative agreement was reached during FY 2015 negotiations between the authorized representatives of the Garrett County Administrative and Supervisors Association and the Garrett County Board of Education (hereinafter collectively, "the Parties"). Additionally, the Parties 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, 2014, and remain in full force and effect through June 30, 2015, or until superseded by a new agreement in writing. The aforementioned modifications supplement the *2012-2015 Comprehensive Agreement between the Garrett County Board of Education and the Garrett County Administrative and Supervisors Association* effectuated May 14, 2012, and FY 2014 contract modifications effectuated May 14, 2013.

IN WITNESS WHEREOF, the Parties hereto have caused this document to be executed by their duly authorized officers on this 13th day of May 2014.

FOR GARRETT COUNTY ADMINISTRATIVE
AND SUPERVISORS ASSOCIATION



Karen DeVore, President

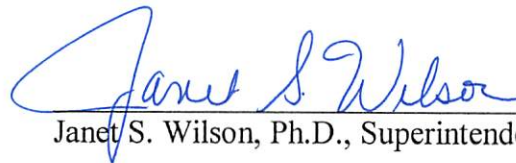


Candy Maust, Secretary

FOR GARRETT COUNTY BOARD OF EDUCATION



Thomas A. Carr, President



Janet S. Wilson, Ph.D., Superintendent