

Head Custodian/Cafeteria Managers NEGOTIATIONS

Amendments to 2018-2021 Comprehensive Agreement

Article	GCBOE/AFT
Article 15 – Annual Leave	Annual leave may be accumulated to a maximum of fifty (50) days as of June 30 of any given year. Unused annual leave may be converted to sick leave for retirement purposes. Annual leave days beyond the maximum shall transfer to sick and immediately be accessible to the unit member effective July 1 of each given year.
Article 28. Fringe Benefits	<p><i>FY20 Healthcare Plan Changes & Premium Rates with corresponding salary increase.</i></p> <p><i>(See Healthcare Plan Design Chart and Proposed Insurance Premium Rate for plan year FY2020)</i></p> <p>B. The Board shall 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 unit member. Employees Unit members may enroll themselves and eligible dependents in the POS program, enroll themselves in the PPO (preferred Provider Organization) program or enroll themselves and dependents in the PPO program their choice of healthcare plans 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>E. The Board shall provide term life insurance in the amount of \$25,000 \$50,000 for each unit member (Double Indemnity included) and \$1,000 for each dependent, including spouse and children.</p>
Article 30 - Salaries	<i>A full step increment for 2019-2020, effective 7/1/2019 with \$1,500 applied to each step.</i> <i>See proposed FY20 scales.</i>
Article 29. Working Conditions B. Duty Day, 1	The duty day for Head Custodians and Cafeteria Managers shall consist of eight (8) consecutive hours, including a 45 minute 30-minute duty-free lunch period, except, by mutual agreement between the unit member and their supervisor, the number of hours may be reduced. The Federation will be notified of all requests. Bargaining unit members may leave the building during their scheduled lunch period by notifying the principal or designee and a method designated by the Superintendent or designee.

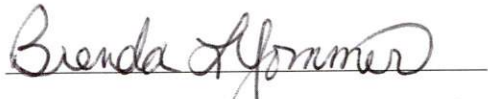
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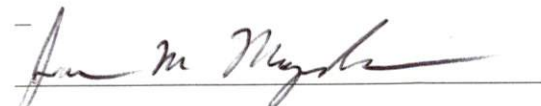
Article 32 DURATION

The undersigned acknowledge that tentative agreement was reached during FY 2020 negotiations between the authorized representatives of the Garrett County Federation of Teachers (Head Custodians/Cafeteria Managers) 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, 2019, 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 Federation of Teachers (Head Custodians/Cafeteria Managers), shall become effective July 1, 2019, and remain in full force and effect until June 30, 2021, or until superseded by a new agreement.*"

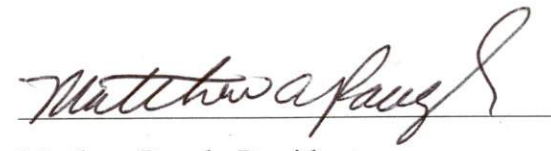
IN WITNESS WHEREOF, the Parties hereto have caused this document to be executed by their duly authorized officers on this 11th day of June 2019.

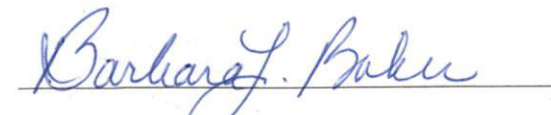
FOR GARRETT COUNTY FEDERATION OF
EDUCATION
TEACHERS (HEAD CUSTODIANS/
CAFETERIA MANAGERS)


Brenda Yommer, Unit Representative


James Magruder, Unit Representative

FOR GARRETT COUNTY BOARD OF


Matthew Paugh, President


Barbara Baker, Superintendent