

HEAD CUSTODIANS/CAFETERIA MANAGERS NEGOTIATIONS

Amendments to 2012-2015 Comprehensive Agreement

ISSUES	BOARD PROPOSALS
<p>Article 6 Family Illness</p>	<p>A. Five (5) days of sick leave may be used for illness in the employee's immediate family, namely spouse, children, mother, and father or anyone who lives regularly in the household. <u>A unit member may use any or all of the fourteen (14) annual allotted days for illness in the immediate family. As part of a qualifying Family Medical Leave, a unit member may use up to thirty (30) days of his/her accumulated sick leave for illness in the immediate family, less any annual sick leave days previously used from the current year's appropriation for this purpose. Immediate family shall mean spouse, children, mother, father, or anyone who lives regularly in the household.</u></p>
<p>Article 8 Personal Leave</p>	<p>C. Provided these days are not used by the employee, up to two (2) of the days may be accumulated as personal leave days. The maximum number of personal leave days a unit member may use in one year shall be five (5) providing they have accumulated two (2) personal leave days from the prior year. The use of more than three (3) consecutive personal leave days must have prior approval from the appropriate administrator.</p> <p><u>The maximum number of personal leave days an employee may use in a school year shall be five (5), providing he/she has accumulated two (2) personal leave days from the prior year. Personal leave shall not be taken on a professional development/in-service/professional day, immediately preceding or following a school holiday, nor during mandated student assessment days. Personal leave on such a day shall require administrative approval.</u></p>
<p>Article 12 Fringe Benefits</p>	<p><u>Current contract language</u></p>

ISSUES	BOARD PROPOSALS
<p>Article 14 Sick Leave</p>	<p>A. During the first year of employment in Garrett County and during each successive year thereafter, each head custodian will be entitled to fourteen (14) sick leave days per year and each cafeteria manager shall be entitled to twelve (12) fourteen (14) sick leave days per year. Absences as a result of illness exceeding accumulated sick leave shall be deducted at the rate of 1/300th of annual salary for 50 days or 50% of the accumulated leave to the member's credit at the beginning of the duty year, whichever is of maximum benefit to the member. A note from a physician is needed in order to qualify for the 1/300th reduction for additional absences.</p> <p>B. Employees, at the time of retirement, or their beneficiary in the event of death during active service, shall receive terminal pay for a maximum of 150 one hundred sixty (160) days at the rate of \$20.00 per day.</p> <p>D. If sick leave is exhausted, a unit member, that has completed three (3) full years may borrow up to ten days of sick leave which he/she would be expected to earn the following year. In the event that the absence occurs on the last day of the reporting period, the request must be within two (2) duty days. In case of resignation or retirement, the borrowed sick leave will be deducted from the employee's final salary check.</p>
<p>Article 30 Salaries</p>	<ul style="list-style-type: none"> • <u>2% added to bargaining unit salary scales</u> • <u>Bargaining unit members who hold a valid work-related trade license/certificate, as recognized by the Superintendent or designee, shall receive an annual stipend of \$200.00 per license. No more than three (3) license shall be recognized for compensation in any given year.</u>

Article 32 DURATION

The undersigned acknowledge that tentative agreement was reached during FY 2015 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, 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 Federation of Teachers (Head Custodians/Cafeteria Managers)*, effectuated May 14, 2012, and FY 2014 contract modifications effectuated May 14, 2013.

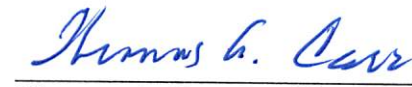
IN WITNESS WHEREOF, the Parties hereto have caused this document to be executed by their duly authorized officers on this 13th day of May 2014.

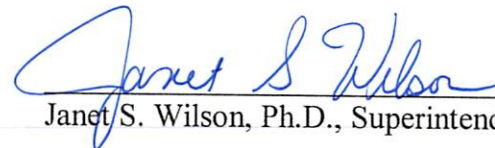
FOR GARRETT COUNTY FEDERATION OF
TEACHERS (HEAD CUSTODIANS/
CAFETERIA MANAGERS)


Brenda Yommer, Unit Representative


James Magruder, Unit Representative

FOR GARRETT COUNTY BOARD OF EDUCATION


Thomas A. Carr, President


Janet S. Wilson, Ph.D., Superintendent