

GCEA (TEACHERS) NEGOTIATIONS
Amendments to 2012-2015 Comprehensive Agreement

ISSUES	BOARD PROPOSALS
<p>Article III Working Conditions</p>	<p>D. Duty Year 1. The duty year for teachers shall not exceed 187 days, including days for professional activities. The deletion of student days will also reduce the teacher duty days accordingly.</p>
<p>Article IV, Leaves Sick Leave</p>	<p>A. Sick Leave 1. During the first year of employment in Garrett County and during each successive year thereafter, each teacher <u>unit member</u> shall be entitled to twelve fourteen (14) days of sick leave per year. Teacher 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 sick leave to the teacher's credit as of the beginning of the duty year, whichever is of maximum benefit to the teacher. If borrowed sick leave is exhausted a note from a physician is needed in order to qualify for the 1/300th reduction for additional absences. Five days of sick leave may be used for illness in the teacher's immediate family, namely spouse, children, mother, 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 IV, Leaves Sick Leave</p>	<p>A. Sick Leave 5. If sick leave is exhausted, a tenured teacher may borrow up to ten days of sick leave which he/she would be expected to earn the following year, provided such request is made prior to or within the pay period. 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 teacher's final salary check.</p>

ISSUES	BOARD PROPOSALS
<p>Article IV, Leaves Personal Leave</p>	<p>B. Each <u>unit member</u> teacher shall be entitled to three (3) days of personal leave per year with pay and chargeable to sick leave. Personal leave shall be for the transaction of personal business that cannot be accomplished other than during the duty day. Provided these days are not used by a <u>unit member</u> teacher, up to two (2) of the days will be accumulated as personal leave days. ¶</p> <p>The maximum number of personal leave days a unit member may use in one <u>a</u> school year shall be five (5), providing <u>he/she has</u> 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. <u>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>
<p>Article XVI Salaries</p>	<ul style="list-style-type: none"> • <u>1% added to bargaining unit salary scales</u> • <u>1 step, if applicable</u>

XIX. DURATION

The undersigned acknowledge that tentative agreement was reached during FY 2015 negotiations between the authorized representatives of the Garrett County Education Association (Teachers) 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 Teachers Association (Teachers)*, effectuated May 14, 2012, and FY 2014 contract modifications effectuated June 11, 2013.

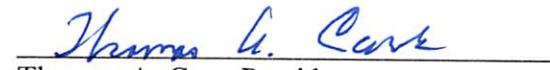
IN WITNESS WHEREOF, the Parties hereto have caused this document to be executed by their duly authorized officers on this 13th day of May 2014.


FOR GARRETT COUNTY
EDUCATION ASSOCIATION (TEACHERS)


Michael Pula, President


Maria Zumpano-Lipscomb, Secretary

FOR GARRETT COUNTY BOARD OF EDUCATION


Thomas A. Carr, President


Janet S. Wilson, Ph.D., Superintendent