

## GCBOE/GCEA (Unit I) NEGOTIATIONS

### Amendments to 2018-2021 Comprehensive Agreement

June 11, 2019

Article	GCBOE/GCEA Unit I
Article 3.2 Preparation Time	A. Special education teachers will have the ability to request one (1) day per month for release time to complete required special duties, pending grant funding is available.
Article 3 Working Conditions C, 3, d. Duty Year	3. Workdays: d. At least six (6) late nights per year will be allocated for the purpose of individual bargaining unit member worksite work. If cancelled due to inclement weather, this time will not be made up within the month. The previous practice of late nights is no longer in effect.
Article 13. Fringe Benefits	FY20 Healthcare Plan Changes & Premium Rates with corresponding salary increase.  (See Healthcare Plan Design Chart and Proposed Insurance Premium Rate for plan year FY2020)
Article 14. Extra Duty Compensation	The extra duty compensation scale will receive an increase to all positions, effective July 1, 2019. (see scale)
Article 15. Salaries	A full step increment for 2019-2020, effective 7/1/2019 with a COLA applied to each step to achieve a 3% increase when combined with step increase. See proposed FY20 scales. Should Kirwan funding come available for members in this bargaining unit, negotiations will reconvene to determine the parameters for allocating those funds.

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XIX. DURATION

The undersigned acknowledge that tentative agreement was reached during FY 2019 negotiations between the authorized representatives of the Garrett County Education Association (Unit I) 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these negotiations shall be effective July 1, 2019, and remain in full force and effect through June 30, 2021, or until superseded by a new agreement in writing.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 Teachers Association (Unit I)*, effectuated June 11, 2019.

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

FOR GARRETT COUNTY

EDUCATION ASSOCIATION (TEACHERS)



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Patrick Damon, President



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Stephanie Lewis, Vice President

FOR GARRETT COUNTY BOARD OF EDUCATION



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Matthew Paugh, President



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Barbara Baker, Superintendent