

## GCEA (Support) NEGOTIATIONS

### Amendments to 2018-2021 Comprehensive Agreement

Article	GCBOE/GCEA
Article 5.2 A	<p>Workdays for nurses; media, instructional, and nursing assistants; case managers; designated food service assistants and workers; and school-based Secretaries shall be seven hours and thirty-six minutes (7.6 hours), inclusive of a paid <del>forty-five (45)</del> <b>thirty (30)</b> minute duty-free lunch period. Bargaining unit members may leave the building during their scheduled lunch period by notifying the principal or designee and using a method designated by the Superintendent or designee.</p> <p>B. Workdays for all twelve (12)-month secretarial, maintenance, and custodial employees shall be no longer than eight (8) hours, inclusive of a paid lunch period. School-based secretarial and custodial employees shall have a thirty (30) minute duty free lunch period, while central office secretaries, custodians, and maintenance employees shall have a forty-five (45)-minute duty-free lunch period. Bargaining unit members may leave the building during their scheduled lunch period by notifying the principal or designee and using a method designated by the Superintendent or designee</p>
Article 5.2 New E	<i>Administration will make every effort not to modify unit member's daily work schedule and to notify unit members of those changes in a timely manner.</i>
Article 5.5 New B	<i>Prior to the behavior meeting, any unit member involved with the implementation of a student behavior intervention plan will have the opportunity for input and the ability to share concerns. The unit member will also be provided the necessary professional development to implement the plan with fidelity.</i>
Article 12. Fringe Benefits	FY20 Healthcare Plan Changes & Premium Rates with corresponding salary increase.(See Proposed Healthcare Plan Design Chart and Proposed Insurance Premium Rates for plan year FY2020)
Article 13.1 Salaries	<i>A full step increment for 2019-2020, effective 7/1/2019 with a COLA applied to each step to achieve a 5.75% increase when combined with step increase. See Proposed FY20 Scales.</i>

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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 III) 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 Education Association (Unit III)*, 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 (Support)



Patrick Damon, President



Stephanie Lewis, Vice President

FOR GARRETT COUNTY BOARD OF EDUCATION



Matthew Paugh, President



Barbara Baker, Superintendent