

**GCEA (SUPPORT PERSONNEL) NEGOTIATIONS**  
**Amendments to 2012-2015 Comprehensive Agreement**

<b>ISSUES</b>	<b>BOARD PROPOSALS</b>
<p>Article 9.1 Annual Allowance</p>	<p>Ten-month unit members will earn <del>twelve (12)</del> <b>fourteen (14)</b> days of sick leave per year. Custodian IV unit members will earn <del>thirteen (13)</del> <b>fourteen (14)</b> days of sick leave per year. Twelve-month unit members will earn fourteen (14) days of sick leave per year. Absences as a result of illness exceeding accumulated sick leave shall be deducted at the rate of <del>1/300<sup>th</sup> 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 1/300<sup>th</sup> reduction for additional absences.</del> Unused sick leave shall accumulate without limit. If sick leave is exhausted, a unit member that has completed three full years, may borrow up to ten (10) 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 unit member's final salary check.</p>
<p>Article 9.4 Illness in Immediate Family</p>	<p>A. <del>A unit member may use up to five (5) days of sick leave for illness in the immediate family.</del> <b><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></b></p>

ISSUES	BOARD PROPOSALS
<p>Article 10.1 Personal Business Leave</p>	<p>Each unit member 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 unit member, 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 <del>one</del> <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. <del>The use of more than three (3) consecutive personal leave days must have prior approval from the appropriate administrator.</del> <b><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></b></p>
<p>Article 11.1 Rate of Earnings</p>	<p>D. If school is held on a <del>non-work day</del> <u>non-workday</u> for twelve-month employees, all twelve-month employees shall be granted one <u>(1)</u> additional day of vacation leave. <del>If school is held on a school calendar day designated parent conference day in the calendar, twelve-month employees that work parent conference evenings shall be granted one additional day of vacation leave.</del></p>
<p>Article 12 Fringe Benefits</p>	<p><b><u>Current contract language</u></b></p>
<p>Article 13.5 Salary Scales</p>	<ul style="list-style-type: none"> <li>• <b><u>2% added to bargaining unit salary scales</u></b></li> <li>• <b><u>Bargaining unit members who are classified as maintenance and operations and hold a valid work-related trade license, 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></b></li> <li>• <b><u>INFORMATIONAL ONLY: Part-time Cafeteria Worker (Illegal). See Article 1.3, entitled "Unit Members."</u></b></li> </ul>

14.5 DURATION

The undersigned acknowledge that tentative agreement was reached during FY 2015 negotiations between the authorized representatives of the Garrett County Education Association (Support Personnel) 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 (Support Personnel)*, 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 13<sup>th</sup> day of May 2014.

FOR GARRETT COUNTY  
EDUCATION ASSOCIATION (SUPPORT PERSONNEL)



Michael Pula, President

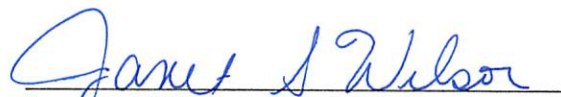
FOR GARRETT COUNTY BOARD OF EDUCATION



Thomas A. Carr, President



Maria Zumpano-Lipscomb, Secretary



Janet S. Wilson, Ph.D., Superintendent