



## Garrett County Education Association

Affiliated with MSEA/NEA  
257 Oakland Drive, Suite 203, PO Box 2236

Mountain Lake Park, Maryland 21550-2236  
(Office) 301-334-2355 (FAX) 301-334-6502  
garrettcountyea@gmail.com

May 10, 2023

GCEA Members,

Attached you will find the changes to the Negotiated Agreement tentatively agreed to by the Garrett County Board of Education and the Garrett County Education Association for 2023-2024 and a ballot for ratification of these changes. If you feel the need to review the changes more thoroughly, please see your GCEA Building Representative. Please take a ballot and return it, in a sealed envelope, to your Building Rep or directly to the GCEA office no later than **May 17th**.

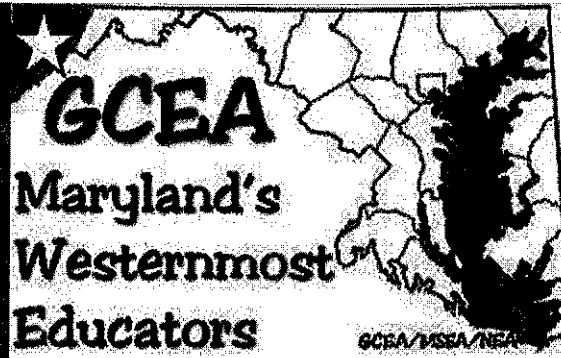
There is no need to identify yourself or your school on the ballot or return the envelope, but please be sure to check your name off your building roster once you've received your ballot. Remember that negotiations information **is for GCEA members only and that sharing that information with non-members may constitute bad faith bargaining**. Once the ratification vote is counted, the results will be reported to members as quickly as possible.

This year's negotiations were difficult, but productive and your Negotiations Teams respectfully submit these changes and ask for your vote to ratify. We feel that recovering 2 steps for Unit 1, an increase to base salary for all employees, and no increases in health care costs are a fair outcome. To be sure, we did not get everything we asked for, but feel that we achieved what the majority of the membership desired based on our survey data and what was possible given the fiscal climate of the county.

If there are any questions that you or other members may have, please email them to [rcalhoun@mseane.org](mailto:rcalhoun@mseane.org).

Respectfully submitted by,

The Members of the GCEA Negotiations Teams for Units I and III



## Garrett County Negotiation Teams Negotiate \*Big Wins for Members\*

### Unit 1 (Teachers) Agreement

Unit 1 GCEA Teachers Negotiation team under new leadership Heather Roth President, of GCEA, and team members Jared Roth, Rhonda Sweitzer, Ryan White met with the GCPS Board's team multiple times through March and April.

Heather Roth was Chairperson of GCEA team with Chief Negotiator MSEA, Rich Calhoun and MSEA Labor Relations Consultant, John Gates.

- The team was Able to secure a **\$2,000 Dollar increase effective July 1, 2023, for all members on 187-day scale and \$2,214 for 207-day scale.**
- RESTORATIVE STEPS for all affected members who lost steps in 2011 and 2016.** In addition, the step increase that was negotiated last contract year will be added to all eligible members for 2022-2023 during the last eight pays for 2023.
- Article 3.5 Substitutes: \$35.00 payments to cover a class period had some language clarifications.
- Article 13 RX changes for "New Users Only" certain drugs that will require step therapy before using certain drugs. This **change does not apply to any current members.**
- Another BIG WIN for members there will **NO increases to your Health Insurance Premiums for 2023-2024 school year.** GCEA is one of the few counties in Maryland that was able to negotiate this huge cost savings to members. No increase in health insurance premiums!