



GCEA

2024 UNIT 1 CONTRACT RATIFICATION (2025, 2026, 2027)

Below is a simplified summary of the amendments made during the 2024 contract negotiations. Please note, the *terms and conditions of the new agreement take effect on 7/1/2024 and remain in effect until 6/30/2027 and are subject to the availability of funding and changes to the implementation of the Maryland Blueprint for the Future.*

- Special education teachers will have the ability to request one (1) day per month for release time to complete required special duties, pending the availability of grant funding.
- Half-day near end of the semester (for record keeping) does not occur on the 91st day.
- If no substitute is available and a Unit 1 member is asked to cover a class, the board will pay a 40.00 fee for a Unit 1 member to cover the class. However, both employees must be Unit 1 members, must be coverage of instructional time, and planning time must be forfeited.
- Any Unit 1 member with more than 1 year tenure that takes more than 12 months off (using FMLA) for pre or post natal care must assume the board's share of health insurance premiums for themselves and any dependent.
- If GCEA requires additional association leave days for association business, those will be considered on a case by case basis.
- Under GCPS' current practice employees receiving workers compensation leave get their full salary. They also continue to accrue their longevity and paid leave.
- Instead of a Clinical Health Risk assessment, Unit 1 members can complete a self assessment questionnaire provided by the medical carrier.
- Life insurance of 25k is offered to each Unit 1 member including 1,000 for dependents and spouse, up to age 26. Basic life insurance and supplemental coverage amounts are reduced by 25% at age 70, 33.3% at age 75, as defined by the life insurance contract.
- Newly hired Unit 1 members are only eligible for post-retirement insurance benefits until the age of 65. Healthcare premiums will increase 2% over FY24 rates, and increase again in FY25, 26, 27 - for a total increase of 6%.
- Starting 7/1/24 Unit 1 members will receive a 4.9% salary increase applied to salary scales. On 7/1/25 a 5% increase will be applied to salary scales, and on 7/1/26 a 5.1% increase will be applied to salary scales. These increases are subject to the availability of funding and any changes to the Blueprint implementation.

GCBOE/GCEA (Unit I: Certificated)

(Tentative Agreement) Amendments to the 2025-2027 Comprehensive Agreement April 11, 2024

Article	GCBOE/GCEA
3.2 Prep time	<p>3.2 Preparation Time:</p> <p>A. Each secondary teacher shall be provided with not less than one period of unassigned duties during the duty day for preparation time. Such periods shall coincide in length with the regular instructional class period. Special education teachers will have the ability to request one (1) day per month for release time to complete required special duties, pending the availability of grant funding.</p> <p>B. Each elementary teacher shall be provided with not less than 300 minutes per week of unassigned duties in increments of thirty (30) minutes during the duty day for preparation time. Special education teachers will have the ability to request one (1) day per month for release time to complete required special duties, pending the availability of grant funding.</p>
3.4 Duty Year	<p>3. Workdays: b. One-half day near the end of the semester for record keeping. (Effective, 7.1.25, this day does not need to occur on the 91st day.)</p>
3.5 Substitutes	<p>Current Verbiage</p> <p>In an emergency, when no substitute is available, a unit member may be asked to give up their-planning period to cover another unit member's instructional responsibilities. In addition to their regular pay, the Board will pay the covering, certified unit member a stipend of \$40.00 to cover the class.</p> <p>Payment of this "Teacher Covering Teacher Stipend" is limited to the following criteria and conditions:</p> <ol style="list-style-type: none"> 1.) Both employees must be Unit I members. 2.) Must be coverage of a certified teacher by another certified teacher. 3.) Must be coverage of instructional time. 4.) Forfeiture of personal planning period. A stipend will not be paid for a reassignment of duties. (Ex. recess duty or lunch duty) 5.) One stipend per day/planning period. <p>The understanding is that the employee who is covering for another teacher will not be provided with additional planning time for that day, they will do their planning before or after their regular duty day.</p>

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April 11, 2024

<p>4.9 Parental Leave of Absence</p>	<p>4.9 PARENTAL LEAVE OF ABSENCE:</p> <p>A. A female unit member must use any or all accumulated leave during pre-and post-natal care for that period she is temporarily disabled, as determined by the unit member and her physician under the Family Medical Leave policy.</p> <p>B. A unit member using a leave of absence without pay for pre-natal care, adoption, post-natal care, and/or child bonding (not to exceed one (1) year in duration) shall have the opportunity to continue benefit programs provided to unit members. Unit members with at least one (1) year experience with the Garrett County Board of Education will be required after the first twelve (12) weeks (assuming that unit member is approved and completed FMLA for the full 12 weeks of leave) to assume the Board's share of the premium in addition to any premiums he/she theretofore paid for dependent coverage and shall be offered employment upon expiration of such leave in the first available position for which he/she is certified within two (2) years from the ending date of the leave, provided that a written, advanced request is made to the Office of Human Resources and Employee Relations for re-employment which includes the anticipated date of return. If the return is within ninety (90) duty days and such return is stipulated at the beginning of the leave, the same position shall be offered.</p> <p>C. Adoptive parents may use up to twelve (12) weeks (assuming that the unit member is approved and completed FMLA for the full 12 weeks of leave) in compliance with the Family Medical Leave Act (FMLA) of accumulated leave for adoption and/or bonding.</p>
<p>4.91 Association Leave</p>	<p>If additional days are needed, GCEA will request those days to be considered. Consideration will be done on a case-by-case basis.</p>
<p>4.92 Extended Illness Leave</p>	<p>4.92 EXTENDED ILLNESS LEAVE:</p> <p>A unit member may be granted a leave of absence, with the approval of the Superintendent of Schools, for one (1) year or less without pay for serious family or personal illness. An employee in such a non-pay status may continue as a member of the group health insurance, if they qualify for FMLA, after the first twelve (12) weeks (assuming that the unit member is approved and completed FMLA for the full 12 weeks of leave) the employee will be required to assume the Board's share of the premiums in addition to any premium he/she theretofore paid for dependent coverage. If a return is within ninety (90) duty days and such a return is stipulated at the beginning of the leave, the same position shall be offered. If the leave requested is for more than ninety (90) duty days the unit member will be offered employment upon expiration of the leave in the first available position for which he/she is certified within two (2) years from the end of the leave, provided that a written request is made to the Office of Human Resources and Employee Relations by June 1.</p>

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<p>Article 11 Protection of Teachers</p>	<p>B. A bargaining unit member, absent from work because of an injury occurring in the course of his/her employment, may apply for Worker's Compensation. Per State Law on Workers' Compensation, the bargaining unit member shall be paid for the period of such absence without loss of sick leave.</p> <p>Under GCPS' current practice employees on worker's compensation leave continue to receive his/her salary (the total amount remains the same, but it is paid between GCBOE and the current workers' compensation insurance carrier). Under GCPS' current practice employees on worker's compensation leave continue to accrue his/her longevity and paid leave.</p>
<p>13.1 Fringe Benefits</p>	<p>13.1 FRINGE BENEFITS: A. Effective January 1, 2018, an up to nine hundred dollar (\$900.00) health insurance cost share will become effective through the end of each plan year. Each employee (active or retired under age 65) and their spouse enrolled in coverage through The Garrett County Employee Health Care Plan will be eligible to receive a premium differential incentive to mitigate this premium cost share. Enrolled employees (active and retired under age 65) may earn \$600.00 toward their cost share for participating in certain activities within the Garrett County Health Care Plan Wellness Program. In addition, their enrolled spouses may earn \$300.00 toward their cost share for participating in the same activities within the Garrett County Health Care Plan Wellness Program. Activities include the following, which must be completed within certain time frames:</p> <ol style="list-style-type: none"> 1. CHRA (Clinical Health Risk Assessment) Self-Assessment Questionnaire provided by the current medical carrier through the current healthcare provider; and 2. Biometric health screenings or 3. Venture in Vitality Programs Non-medical plan option(s) 4. Tobacco Cessation requirements
<p>13.1 Fringe Benefits</p>	<p>C. The Board shall provide term life insurance for \$25,000 for each unit member (Double Indemnity included) and \$1,000 for each dependent, including spouse and children, up to age 26. Due to a unit member's age, unit members may be placed in the category of "Age Reduction," per the terms of the basic life and supplemental insurance contract. Basic Life and AD& D insurance coverage as well as Supplement life amounts are reduced by 25 % at age 70 and by 33.33 % at age 75, as defined in our life insurance contract.</p>

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(Tentative Agreement) Amendments to the 2025-2027 Comprehensive Agreement April 11, 2024

13.2 Retirement Benefits*	D. Effective July 1, 2024, newly hired unit members to GCPS would only be eligible for post-retirement insurance benefits until the age of 65 or Medicare eligible.													
Article 13 Fringe Benefits TA	<p>The following two items are proposed:</p> <p>2024-25 Renewal Plan Design Menu</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="3" style="text-align: left;">Total Cost Estimate</th> <th style="text-align: center;">Percent</th> <th style="text-align: center;">Cost</th> </tr> </thead> <tbody> <tr> <td style="width: 15%;">All plans</td> <td style="width: 5%; text-align: center;">1</td> <td style="width: 30%;">Rx change: GLP1</td> <td style="width: 20%; text-align: center;">21 current users</td> <td style="width: 30%;">Cost Avoidance</td> </tr> </tbody> </table> <p>And,</p> <p>Effective 7.1.24, healthcare premiums will increase by 2% of the FY24 rates in FY25, FY26, and FY27. This will be a 6% increase in the healthcare premium rates over the next three years. The applied 2% healthcare increase in FY25, FY26, and FY27 would be subject to changes if healthcare cost exceeds the annual Mercer Healthcare trend. All healthcare is subject to negotiations.</p>				Total Cost Estimate			Percent	Cost	All plans	1	Rx change: GLP1	21 current users	Cost Avoidance
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<p>ARTICLE 15 SALARIES</p>	<p>Effective 7.1.24, unit members will receive a 4.9% increase applied to salary scales. In 7.1.25, a 5.0% increase will be applied to salary scales, and in 7.1.26, a 5.1% increase will be applied to salary scales. This is a total of 15% over the next three years.</p> <p>The agreed-upon changes in salary negotiation would be subject to the availability of funding and any changes in the timeline for Blueprint implementation.</p> <p>Q. Effective 7.1.24, the negotiated rate for additional duty contracts for GCPS full-time employees will be the following: <u>Hourly</u></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">Workshop leader (Teacher or Principal)</td> <td style="text-align: right;">\$37.50</td> <td style="text-align: right;">\$42.50</td> </tr> <tr> <td>Certificated</td> <td style="text-align: right;">\$30.00</td> <td style="text-align: right;">\$35.00</td> </tr> </table>	Workshop leader (Teacher or Principal)	\$37.50	\$42.50	Certificated	\$30.00	\$35.00
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<p>16.4 Negotiations and Ratifications:</p>	<p>The terms and conditions of this agreement shall take effect July 1, 2024, and remain in effect through June 30, 2027, until superseded by a successor agreement, except as indicated in the following fiscal years: FY25, FY26, and FY27, the agreed-upon changes in salary negotiation would be subject to the availability of funding and any changes in the timeline for Blueprint implementation. The applied 2% healthcare increase in FY25, FY26, and FY27 would be subject to changes in healthcare cost trends.</p>						

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<p>Career Ladder This part is under negotiation and separate from the</p>	<p>A. Effective 7.1.24, all certificated staff will be placed on the career ladder as defined by Md. Code, Educ. § the Maryland State Department of Education fully funds 6-1001-1013.</p> <p>B. Effective 7.1.25, certificated educators eligible for their first National Board Certification Maintenance of Certification (MOC) [2021,2022, 2023, 2024] would receive the salary enhancement fully funded by Maryland Blueprint.</p>
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Article 17. DURATION *(This section will be completed when ratified).*

The undersigned acknowledges that a tentative agreement was reached during FY 2025-2027 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, 2024, and remain in full force and effect through June 30, 2027, or until superseded by a new agreement in writing. The aforementioned modifications supplement the 2025-2027 Comprehensive Agreement between the Garrett County Board of Education and the Garrett County Teachers Association (Unit I), effectuated June , 2024.

IN WITNESS WHEREOF, the Parties hereto have caused this document to be executed by their duly authorized officers on this --- day of June 2024.

FOR GARRETT COUNTY

FOR GARRETT COUNTY BOARD OF EDUCATION