



GCEA

2024 UNIT III 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.*

- Unit III members will be paid a 50.00 stipend for coverage of more than 3.55 hours of instructional time or meeting absence per duty day.
- If a Unit III member takes a leave of absence that exceeds 12 months, they must assume the board's share of health insurance premiums after the first 12 weeks of leave.
- Any Unit III 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.
- Instead of a Clinical Health Risk Assessment, Unit III members can complete a self assessment questionnaire provided by the current medical carrier.
- Under GCPS' current practice employees receiving workers compensation leave get their full salary. They also continue to accrue their longevity and paid leave.
- Life insurance of 25k is offered to each Unit III 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.
- Healthcare premiums will increase 2% over FY24 rates, starting in FY25, 26, 27 - for a total increase of 6%.
- All work up to 40 hours per week will be paid at the regular hourly rate, and work over 40 hours per week will be compensated under the Fair Labor Standards Act. Overtime must be authorized in advance.
- Unit III nurses who are required to obtain certification or license from the State of Maryland as a condition of their employment shall receive a 200.00 reimbursement for licensure.
- All Unit III members will receive a 4.9% salary increase applied to the salary scales. On 7/1/25 a 5% increase will be applied, and on 7/1/26 a 5.1% increase will be applied, for a total of 15%. The agreed upon changes is subject to the availability of funding.

GCBOE/GCEA (Unit III, Support)

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

Article	GCBOE/GCEA
3.8 ASSOCIATION LEAVE:	<p style="color: red;">If additional days are needed, GCEA will request those days to be considered. Consideration will be done on a case-by-case basis.</p>
5.4 PROTECTION OF EMPLOYEES	<p>B. A bargaining unit member, absent from work as a result of an injury occurring in the course of his/her employment, may apply for Worker's Compensation. Following 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 style="color: red;">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>
5.7 WORKING CONDITIONS:	<p>Every effort will be made to ensure that bargaining unit members have the ability and time to perform their primary work functions above any other duties as assigned.</p> <p>However, in an emergency when a teacher does not report for duty and no substitute is available, a support staff member (instructional assistant, media assistant, or clerical worker) may be used as a substitute teacher to cover a teacher's instructional responsibilities. This could also be necessary for non-emergency situations, including coverage of teacher's absence during IEP meetings.</p> <p>When this occurs, in addition to their regular pay, the Board will pay the covering instructional assistant, media assistant or clerical worker a stipend for coverage of a certified teacher's instructional duties or coverage for a certified teacher's meeting absence as follows:</p> <ol style="list-style-type: none"> 1. \$25.00 stipend for coverage of a minimum of one instructional class or meeting absence up to 3.55 hours per duty day

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	<p style="text-align: center;">\$50.00 stipend for coverage of more than 3.55 hours instructional time or meeting absence per duty day</p> <p>Payment of this “Teacher Coverage Stipend” is limited to the following criteria and conditions:</p> <ol style="list-style-type: none"> 1. Instructional Assistants, Media Assistants, Clerical Workers (GCEA 3 Unit Members) 2. Coverage of a certified teacher by a support staff instructional assistant, media assistant or clerical worker. 3. Instructional time or meeting absence of a certified teacher. No stipend will be paid for coverage of another instructional assistant or any other support position. 4. Payment of stipend is not per class, per meeting, or teacher. It is based on the total time that the unit member must cover a teacher’s instructional responsibilities or meeting absence per day. Coverage may be multiple classes, meetings, and/or multiple teachers within the same day or time frame. 5. Instructional Assistants, Media Assistants, or Clerical Workers may volunteer to accept this coverage duty. Unit members will be selected on a rotational basis within each school where practical. 6. Special Education instructional assistants, if used as a substitute, must cover for a Special Education teacher. If a Special Education instructional assistant has the assignment of a one-on-one with a student and that assigned student is absent, the Special Education instructional assistant may substitute for a Special Education teacher as long as they continue to serve other students with disabilities.
5.8 Compensation Time	1. Cafeteria workers will be paid for three hours or the actual number of hours they work , whichever is greater, for days when schools are closed immediately following a delayed opening announcement.
9.2 Parental Leave of Absence	<p>9.2 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. 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 a period of 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 19 experience</p>

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	<p>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. C. Adoptive parents may use up to twelve (12) weeks (assuming that unit member is approved and completed FMLA for the full 12 weeks of leave) in compliance with Family Medical Leave Act (FMLA) of any or all accumulated leave for the purpose of adoption and/or bonding.</p>
<p>9.3 Extended Illness Leave</p>	<p>9.3 EXTENDED ILLNESS LEAVE: A unit member may be granted a leave of absence without pay for up to one (1) year to care for a seriously ill member of his/her immediate family when such illness is certified by the health care provider of the family member. Unit members with at least one (1) year of 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. The member may request upon expiration of such leave to be assigned to the first available position within their employee classification for which they are qualified. The request should be made to the Office of Human Resources and Employee Relations at least thirty (30) days prior to the return and should include 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>12.1 Fringe Benefits</p>	<p>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 the age of 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 or retired under the age of 65) may earn six hundred dollars (\$600.00) toward their cost share for participating in certain activities within the Garret County Employee Health Care Plan Wellness Program. In addition, their enrolled</p>

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	<p>spouses may earn three hundred dollars (\$300.00) toward their share cost for participating in the same activities within the Garrett County Health Care Plan Wellness Program. Currently, the required activities include the following, which must be completed within certain timeframes:</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 																
12.1 Fringe Benefits	<p>C. The Board shall provide term life insurance of \$25,000 for each unit member (Double Indemnity included) and \$1,000 for each dependent, including spouse and children, up to age 26.</p> <p>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.</p> <p>Basic Life and AD& D insurance coverage and 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>																
Article 12.1 Fringe Benefits	<p>2024-25 Renewal Plan Design Menu</p>																
TA	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="3" style="text-align: left;">Total Cost Estimate</th> <th rowspan="2" style="text-align: center;">Percent</th> <th rowspan="2" style="text-align: center;">Cost</th> </tr> <tr> <th style="width: 10%;"></th> <th style="width: 5%;"></th> <th style="width: 85%;"></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">All plans</td> <td style="text-align: center;">1</td> <td>Rx change: GLP1</td> <td style="text-align: center;">21 current users</td> <td style="text-align: center;">Cost Avoidance</td> </tr> </tbody> </table>			Total Cost Estimate			Percent	Cost				All plans	1	Rx change: GLP1	21 current users	Cost Avoidance	<p>And, 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 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>
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13.2 Retirement Benefits	E. 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.
13.5 OVERTIME	A. When deemed necessary by a designated supervisor, a bargaining unit member may be asked to work overtime. Overtime is defined as the working hours of bargaining unit members requested by a supervisor, which are in addition to those of the regular schedule. Unit members asked to work during their off-duty hours shall be paid for a minimum of two (2) three (3) hours if such time is not an extension of his or her regular workday or extending the beginning or ending time of the shift. All work up to forty (40) hours per week will be paid at the regular hourly rate. Work over forty (40) hours per week shall be compensated under the Fair Labor Standards Act. Overtime must be authorized in advance.
13.6 WORK-RELATED TRADE LICENSE:	B. Nurses in the bargaining unit who are required to possess a certification and/or license in the state of Maryland as a condition of their employment with GCPS shall receive reimbursement of \$200 for licensure purposes.
ARTICLE 15 SALARIES	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. The agreed-upon changes in salary negotiation would be subject to the availability of funding.
14.4 Duration	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. The applied 2% healthcare increase in FY25, FY26, and FY27 would be subject to changes in healthcare cost trends.