



GCEA Year in Review

2023 to 2024

- ✓ Official GCEA/MSEA/NEA membership on July 30, 2023 was **290 Unit I** and **62 Unit III (ESPs)**.
- ✓ **MSEA awarded** GCEA with the Highest Division Market share Award for Unit I in 2023, as Unit I membership exceeded 80% of all Garrett County teachers.
- ✓ **Our negotiations resulted in big wins for area teachers and ESPs.**
 - Met \$60,000 starting salary requirement of MD's blueprint for Unit I members by 2026.
 - **Everyone's salary increased** (including ESPs, substitute teachers, and more.)
 - Tiered salary increases negotiated are larger than the traditional STEP increases used in the past.
 - Starting this year members will see a 4.9% pay increase, then a 5% pay increase next year, and finally a 5.1% pay increase in 2026 (for an overall 15% pay increase, a record for Garrett County).
 - Rising Health insurance premium costs were kept in check, only rising by 2% and capped at 6 percent. Many MD counties saw substantial health insurance premium cost increases.
 - Better employment terms were negotiated for ESPs, ensuring they don't lose wages due to unpredictable weather.
 - Special education teachers are now eligible for one day per month to complete specific duties.
 - Additional wages for both teachers and ESPs that cover classes in an emergency has risen.
 - Overtime compensation for ESPs is now protected by the contract.
- ✓ **GCEA School Safety Blackout was a success:** Numerous GCEA members banded together, wearing black across Garrett County schools, standing in solidarity for school safety. This action opened talks with GCPS and put a spotlight on the issue of teachers and ESPs being injured at work.
- ✓ **GCEA worked with GCPS to recognize area ESPs** annually on 11/15, as a day of recognition for all ESPs countywide.
- ✓ **GCEA's fundraising efforts helped ensure Garrett County's public education future**—by raising several hundred dollars for the GCEA scholarship for high school students.
- ✓ **GCEA gave back to the community during the holidays** by implementing a holiday meal program that provided dinners for multiple area families in need.
- ✓ **GCEA spoke up against MSDE's proposed mandatory retention plan.** MSDE proposed a literacy plan that included a mandatory retention mandate for any 3rd grade student that didn't meet grade level performance in reading on the MCAP assessment. GCEA's executive board compiled a letter which was sent to MSDE as an official public comment and allowed that letter to be published in local newspapers, making the public aware of the policy proposals, and how they could negatively impact students and education professionals.
- ✓ **GCEA sent 5 delegates (both Unit I and Unit III) to MSEA's 2023 annual convention** in Ocean City, MD to vote on MSEA's 2024 agenda. Additional delegates will be attending the 2024 MSEA Convention.
- ✓ **GCEA leadership and members attended** the 2023 and 2024 MSEA Summer Leadership Conference.
- ✓ **GCEA sent two executive board members** to the 2024 MSEA Spring Representative Assembly.
- ✓ **GCEA's careful budgeting and expense management** ensured GCEA's operations remained on budget for the 2023/2024 fiscal year.



- ✓ **By leveraging MSEA grants (Innovative membership grant, professional development grant, and regulatory compliance grant),** GCEA's leadership was able to offer more incentives for members while also growing the association's revenue. 2024 marks a record year for MSEA grant approval for GCEA.
- ✓ **GCEA hosted a Christmas dinner** and meeting at Pizzeria Uno's with a great turnout from members.
- ✓ **GCEA hosted an end of the school year dinner** and meeting at Ace's Run to a great turnout from members.
- ✓ **GCEA hosted a building rep training** for all current building reps and any member interested in becoming a building rep, ensuring GCEA's building reps have the tools and training they need to help our members succeed and grow.
- ✓ **GCEA contributed to the future of Garrett County** by awarding 4 GCEA scholarships (for a total of 2,000.00) to four Garrett County students seeking to become public educators.
- ✓ **Using MSEA grant funding, GCEA hosted a leadership retreat,** ensuring GCEA leadership is fully equipped to meet member's needs.
- ✓ **GCEA welcomed a new president, treasurer, and MSEA Uniserv director.**
- ✓ **GCEA's treasurer attended MSEA's 2023 officer training**

- ✓ **GCEA hosted delegate and executive board nominations and elections,** adding some new leadership to the association's EB.
- ✓ **GCEA presided over a large book donation** by MSEA to Yough Glades Elementary School for Read Across America.
- ✓ **GCEA member and 2023 Garrett County teacher of the year Ali Schilpp** was featured on the cover (and with a feature article) in MSEA's monthly magazine which highlighted her incredible work as a media specialist.
- ✓ **GCEA continued to add new tools and materials** for members by enhancing and growing its website and social media profile.
- ✓ **GCEA's BEST training recruitment efforts added new association members**

