

GCBOE/GASA
Amendments to 2022-2024 Comprehensive Agreement

June 14, 2022

Article	GCBOE/GASA
Article 4 – Leaves New 4.10 – FMLA	1. Employees paid leave time will count towards the required hours to qualify for FMLA.
5.4 Reduction in Force:	<p>A. When an administrative position becomes available, the individual affected by the reduction in force will be one of the candidates to be interviewed for that position if properly certificated. If that individual is the successful candidate, the accumulated longevity and seniority will be restored.</p> <p>B. If a tenured employee is separated from employment through the RIF process the Board will continue individual healthcare coverage for six (6) months after the first day of the month following a reduction in force at the percentage of the premium split defined in this agreement. Health care coverage thereafter would be provided under COBRA regulations.</p>
Article 12 Fringe Benefits	Effective July 1, 2022, dental care will be unbundled and the premium rates will be a 50/50 split between Board & Employee. For Medical/Rx coverage, all plans will have a premium rate increase of 11.3% and the gold plan will change to a Defined Contribution Model. The design plan will include Prudent Rx.
Article 13 Salaries	<p>Late Year Step + \$1,850 applied to Scales</p> <p>*Late year step is modeled as a step being applied to the last eight (8) pay periods of the duty year.</p>

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Article XVI. DURATION

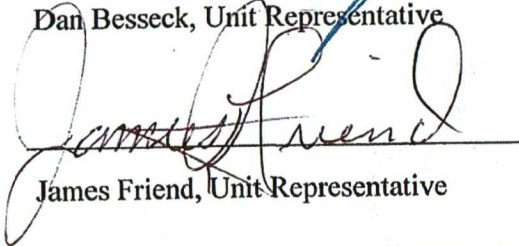
The undersigned acknowledge that tentative agreement was reached during FY 2023 negotiations between the authorized representatives of the Garrett County Administrators and Supervisors (GASA) and the Garrett County Board of Education (hereinafter collectively, "the Parties"). Additionally, the Parties 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these negotiations shall be effective July 1, 2022, and remain in full force and effect through June 30, 2024, or until superseded by a new agreement in writing. The aforementioned modifications supplement the 2022-2024 Comprehensive Agreement between the Garrett County Board of Education and the Garrett County Administrators and Supervisors (GASA), shall become effective July 1, 2022, and remain in full force and effect until June 30, 2024, or until superseded by a new agreement."

IN WITNESS WHEREOF, the Parties hereto have caused this document to be executed by their duly authorized officers on this 14th day of June 2022.

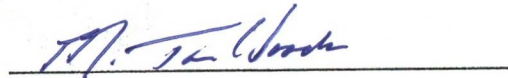
FOR GARRETT COUNTY ADMINISTRATORS AND SUPERVISORS (GASA)



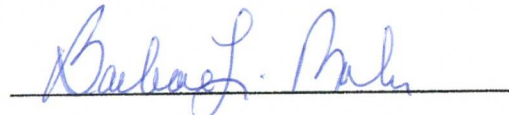
Dan Besseck, Unit Representative



James Friend, Unit Representative



M. Tom Woods, President



Barbara Baker, Superintendent