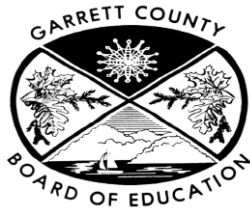


COMPREHENSIVE AGREEMENT
BETWEEN THE
GARRETT COUNTY BOARD OF
EDUCATION
AND THE
GARRETT COUNTY EDUCATION
ASSOCIATION
(SUPPORT PERSONNEL)

2012 - 2015



- C. All unit members scheduled to work on a non-student day or during non-student hours shall have a forty-five (45) minute duty-free lunch period.
- D. All unit members shall be released two and one-half hours early on the duty day preceding the Thanksgiving and Christmas holidays except cafeteria workers who shall be released one hour and fifteen minutes early on these two duty days and one hour and fifteen minutes early on each of the two three hour early dismissal days within the school calendar in January and March. The duty day for all unit members, except custodians, shall begin not later than 8:00 a.m. on those two days.

5.3 HEALTH AND SAFETY:

It is the responsibility of the Board to provide a safe environment free from hazardous conditions. Employees shall be provided adequate training and equipment enabling them to perform assigned duties without endangering their health or safety. Employees are expected to report any unsafe working conditions to the administration.

5.4 PROTECTION OF EMPLOYEES

- A. The Board assures unit members that it shall put its full support behind the discipline procedures and policies hereinafter recommended and adopted by the Board. It is also agreed that such policies will be enforced fairly and consistently regardless of race, creed, color, sex or handicap.
- B. Any case of assault upon a unit member that had its inception is a school-centered problem shall be promptly reported to the Superintendent or designated representative. The administration shall promptly investigate the matter and render assistance to the unit member in connection with the handling of the situation.
- C. Any unit member who has suffered loss, damage or destruction of clothing or personal property while

on duty in the school, on school premises or during school sponsored activities may refer the loss to the proper legal authorities for appropriate action. School officials shall render all reasonable assistance.

- D. An employee of the Board who is absent due to physical disability that results from an assault while in the scope of Board employment shall be kept on full pay status instead of sick leave during the period of absence.
- E. Whenever an employee is absent from work due to an injury occurring in the course of his or her employment and such injury is compensable under the Worker's Compensation law of the State of Maryland, the employee shall receive 100% of his/her salary less the amount paid for Worker's Compensation for up to 60 duty days from the date of the injury.

5.5 CONSULTING TIME:

An instructional assistant shall have time scheduled during the duty day for consulting with his/her teacher(s) when possible.

5.6 SATELLITING:

Effective with the 2007-2008 school term, a Cafeteria Assistant assigned as Person in Charge shall be paid one dollar (\$1.00) per hour over and above the salary of a regular cafeteria assistant. Effective with the 2006-2007 school term, the employment term of the PIC shall be changed from 184 days to 185 days. One additional paid day will be added to the annual salary of the PIC beginning with the 2006-2007 school term.