

**MASTER NEGOTIATED AGREEMENT**

**BETWEEN**

**THE BOARD OF EDUCATION OF WORCESTER COUNTY**

**AND**

**THE WORCESTER COUNTY TEACHERS' ASSOCIATION**

**July 1, 2011 – June 30, 2013**

- e. The Board will institute the Direct Claim System with the teacher being responsible for getting the proper forms to the provider of the medical service.
- f. In order to receive the monthly benefit, the teacher must be enrolled in the plan selected by the Board in conjunction with the Association.

2. Life Insurance

The Board will purchase life insurance for teachers as stipulated below:

- a. The policy will be selected by the Board after a study by noninterested agency such as the Insurance Buyers' Council.
- b. The policy will provide Life Insurance equal to the teacher's basic annual earnings rounded to the next lower \$1,000 if not an even multiple thereof.
- c. The policy will provide Accidental Death Insurance equal to the teacher's basic annual earnings rounded to the next lower \$1,000 if not an even multiple thereof.
- d. The Board will offer a Retired Lives Reserve deduction to allow teachers to purchase paid-up life insurance upon retirement.

3. Workers' Compensation – All benefits provided under Maryland law for employees injured during and as a result of their work are available through a standard workers' compensation policy. Teachers who sustain a compensable accidental personal injury or illness arising out of and in the course of assigned duties that qualifies for workers' compensation shall be granted full pay less salary payment by workers' compensation. Sick leave will not be charged to the teacher for up to a maximum of sixty (60) days for each separate work-related injury.

**ARTICLE XIX**  
**EXTRA-DUTY PAY**

- 1. Extra-duty shall be defined as any assignment which extends beyond the normal duty day, involves direct and continued teaching and supervision of students, and which is apart from normal teaching duties.
- 2. No compensation will be paid for any of the activities listed in Appendix C unless the teacher spends a minimum of fifty (50) hours outside the school day teaching and/or supervising students.
- 3. As extra-duty activities are an integral part of education, the following criteria shall be utilized to insure a high standard of performance:
  - a. Principals shall strive to distribute extra-duty assignments equitably among their staff.
  - b. Principals shall inform their teachers of all school activities and encourage them to participate.
  - c. Principals shall strive not to assign a teacher more than one extra-duty assignment as defined herein.
  - d. A principal shall hold a conference with a teacher prior to making an extra-duty assignment.
  - e. No teacher shall be given full payment for two or more activities that are conducted at the same time each day with the exception of high school athletic directors. Arrangements for partial remuneration must be made beforehand and with the approval of the Superintendent.
- 4. Participation in extra-duty activities shall be on a volunteer basis.