

ADDENDUM TO NEGOTIATED AGREEMENT

EFFECTIVE JULY 1, 2020

between the

**FREDERICK COUNTY ADMINISTRATIVE AND
SUPERVISORY ASSOCIATION**

and the

BOARD OF EDUCATION OF FREDERICK COUNTY

The Frederick County Administrative and Supervisory Association (FCASA) and the Board of Education of Frederick County (Board) entered into a Negotiated Agreement with effective dates July 1, 2015, through June 30, 2022, with the understanding that matters of salary, insurance, and one wild card item would be subject to negotiations during intervening years (see Article XVIII – DURATION).

The parties met and have agreed to the following effective July 1, 2020:

ARTICLE VII – SALARIES

- Eligible employees will progress one (1) step; and
- A new Step 18 will be added in accordance with the formulas used to create the adopted pay scales per the Singer Report (previously negotiated and is now scheduled for implementation).

ARTICLE VIII – LEAVE BENEFITS

Employees shall be entitled to the following temporary leaves of absence with full pay each ~~school~~ **fiscal** year:

Section 8.1 – Annual Leave

- A. ~~Twenty-one (21) days of annual~~ **Effective July 1, 2020, annual** leave shall be provided for ~~to each twelve-month~~ **twelve (12)-month** employee **based upon FCPS service time, as indicated below**, and may be ~~accumulated~~ **accumulate** to a ~~limit~~ **maximum** of forty (40) days **per fiscal year**. Any annual leave in excess of forty (40) days shall be converted to sick leave.

FCPS Service Time	Annual Leave Days
0 years to 9 years	22 days
10 years to 20 years	23 days
21 years to 27 years	24 days
28+ years	25 days

- ~~B. For the 2015/2016 school year, employees with at least five (5) years of experience as a full-time, twelve-month A&S employee with Frederick County Public Schools shall be given the opportunity to cash in up to six (6) days of annual leave per year at the per diem rate (annual salary divided by number of work days) of pay. Online requests must be received on or before November 1 for November 30 disbursement or on or before April 1 for April 30.~~
- ~~C. For the 2016/2017 school year, employees with at least five (5) years of experience as a full-time, twelve-month A&S employee with Frederick County Public Schools shall be given the opportunity to cash in up to seven (7) days of annual leave per year at the per diem rate (annual salary divided by number of work days) of pay. Online requests must be received on or before November 1 for November 30 disbursement or on or before April 1 for April 30.~~
- ~~D. Beginning school year 2017/2018 going forward, employees with at least five (5) years of experience as a full-time, twelve-month A&S employee with Frederick County Public Schools shall be given the opportunity to cash in up to eight (8) days of annual leave per year at the per diem rate (annual salary divided by number of work days) of pay. Online requests must be received on or before November 1 for November 30 disbursement or on or before April 1 for April 30.~~
- B. Effective July 1, 2018, employees with at least three (3) years of experience as a full-time, twelve-month A&S employee with Frederick County Public Schools shall be given the opportunity to cash in up to eight (8) days of annual leave per year at the per diem rate (annual salary divided by number of work days) of pay. Online requests must be received on or before November 1 for November 30 disbursement or on or before April 1 for April 30.

ARTICLE VIII – LEAVE BENEFITS

Section 8.11 – Assault/Occupational Disease/Work Injury Leave

- A. Whenever an employee is absent from school as a result of personal injury or occupational disease caused by an incident or assault occurring in the course of employment, the employee will be paid the usual salary less the amount of workers' compensation award for a period not to exceed ~~one full work year~~ **six (6) months or the remainder of the fiscal year, whichever is greater**, and no part of such absence will be charged to the annual or accumulated sick leave. It is expected that the employee shall return to work when no longer disabled.
- B. An employee who is physically unable to report for duty, as a result of an injury in the line of duty, may be placed on workers' compensation leave at full salary provided the employee seeks the initial workers compensation assessment from a physician who is among a list of comprehensive preferred providers such as *Health at Work* in Washington County; *Corporate Occupational Health Solutions* **Frederick Health Employer Solutions** in Frederick County; and like facilities in the following Maryland counties of Carroll, Howard, and Montgomery, as well as Jefferson County, West Virginia and Adams County, Pennsylvania. **This requirement is waived if the injury occurs before or after the hours when these facilities are open or if the severity of the injury results in medical transport from the building or requires treatment in the Emergency Room.**

If an employee elects to seek an assessment from a physician who is not among the list of preferred providers, the employee will be entitled to receive the benefit mandated by the workers' compensation law of Maryland but will not be entitled to the benefits in this section for full salary.

- C. Employees shall notify the immediate supervisor the same day of the occupational disease or injury or as soon as possible, and the employee shall receive a copy of the report.

ARTICLE IX – BENEFITS/INSURANCE

Section 9.1 – Medical, Prescription and Vision Insurance

Section 9.2 – Dental Insurance

A 2.5% medical, prescription, vision, and dental insurance premium increase effective July 1, 2020; and, thereafter, a 2% insurance premium increase effective August 1, 2020.

Editorial Change

The following is strictly an edit to reflect a language change which was not included in the Negotiated Agreement at that time of printing:

Section 9.1 – Medical, Prescription, and Vision Insurance

*The Board shall pay for each participating employee each year ~~96%~~ **95%** of the premium cost of group medical, prescription, and vision coverage unless waived by the employee. The employee may elect to add employee plus one or family coverage.*

*The Board contributes each year an amount calculated to equal ~~66%~~ **65%** of that year's premium for the Board's family coverage plan and ~~71%~~ **72%** of that year's premium for the Board's employee plus one coverage plan. Such insurance shall include, but not be limited to, the following benefits:*

The specifications and benefits identified for the following plans are hereby appended to this Agreement:

*Medical–~~United HealthCare~~ **CareFirst***

Dental-Delta Dental

*Vision–~~United HealthCare~~ **CareFirst Blue Vision Plus***

Prescription Drugs-~~CVS/CAREMARK~~

ARTICLE XVI –REIMBURSEMENTS

Section 16.1 – Education Expenses

- A. ~~Master's Program:~~ **Non-Doctoral Graduate Coursework:** The Board shall reimburse employees for tuition costs incurred ~~in coursework~~ in a pre-approved ~~program of study~~ **coursework**. This reimbursement shall be a flat rate of up to \$7,500 per year per individual with a lifetime maximum of \$15,000.

- B. Doctoral Program: The Board shall reimburse employees for tuition costs incurred in coursework in a pre-approved program of study leading to a Doctoral degree. This reimbursement shall be a flat rate of up to \$10,000 per year with a lifetime maximum of \$25,000.
- C. Courses and programs must be approved by the Human Resources Office thirty (30) days prior to registration for employees to receive reimbursement. Reimbursement shall be made to the employee within ~~thirty (30)~~ **forty-five (45)** workdays after the Board has received all materials of verification.
- D. The Board shall recognize credit courses, programs, and degrees from institutions that have accreditation accepted by the Maryland State Department of Education.
- E. Salary adjustments earned as a result of increased advanced coursework shall be made effective February 1, July 1, and September 1. Credits for such adjustments must be earned prior to the above-mentioned dates. If evidence of successful completion is received within thirty (30) days of the above dates, salary adjustments will be retroactive to that adjustment date.
- F. Employees must be actively employed at the time of the request, while coursework is being completed, and when reimbursement is requested. The employee shall file the completed request for tuition reimbursement with the Board of Education by the dates listed below:

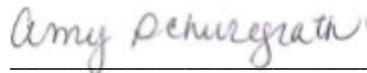
Filing Deadlines for Reimbursement:

October 15	Summer Courses (Courses ending by August 31)
March 1	Fall Courses (Courses ending by December 31)
June 30	Spring Courses (Courses ending by June 1)

- G. Employees who voluntarily leave employment with FCPS within three (3) years of receiving a doctoral degree must repay any tuition reimbursed to the employee.

This Addendum is dated July 8, 2020, and shall be effective as of July 1, 2020. All other terms of the Negotiated Agreement shall remain in full force and effect.

FREDERICK COUNTY ADMINISTRATIVE AND SUPERVISORY ASSOCIATION

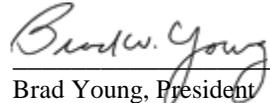


 Amy Schwiegerath, President

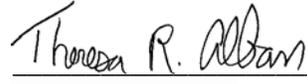


 Daniel Besseck, Jr., Chief Negotiator

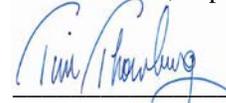
BOARD OF EDUCATION OF FREDERICK COUNTY



 Brad Young, President



 Theresa Alban, Superintendent



 Tim Thornburg, Chief Negotiator