

Tentative Memorandum of Agreement

between

ST. LAWRENCE-LEWIS BOARD OF COOPERATIVE EDUCATION SERVICES

and

ST. LAWRENCE-LEWIS BOCES

TEACHERS' ASSOCIATION

The following is a tentative agreement and shall be enforced pending ratification by the SLL BOCES TA membership and the SLL BOCES Board of Education. The following represents the only agreed upon changes to the 2021-2022 collective bargaining agreement. Items not mentioned shall remain unchanged in the collective bargaining agreement.

Length of agreement July 1, 2022- June 30, 2025

Article VII – Conditions of Employment, Section 8, Vacancies, B: Amend to read,

“B. Filling Mid-Year Vacancies

Whenever a situation arises, which results in a unit non-teaching position becoming vacant during the course of the school year, the Board of Education shall make an appointment to fill said position for the balance of the school year. If the vacancy is unencumbered, the BOCES may elect to make a “temporary” appointment rather than a probationary appointment. If the person appointed to such “temporary” appointment continues in the full-time position the following year, the “temporary” appointment shall become a probationary appointment and time spent in the full-time “temporary” appointment will be applied toward seniority ~~tenure~~.

The District shall provide an updated seniority list for all positions by November 1 of each school year and upon request after hiring, resignations, and dismissals.”

Article VII – Conditions of Employment, Section 8, Vacancies: New,

“D. Extended School Year Vacancies: All other things being equal, Bargaining Unit members will be given first consideration for extended school year positions. The parties understand that the BOCES does not recognize ESY as unit work”

Article VII – Conditions of Employment add: Section 12, Departments A: CTE:

CTE Teachers will be provided with forty (40) minutes per day at the conclusion of the day of unencumbered time for the purposes of planning. Unencumbered shall mean free from supervision of students or meetings with the exception of generally two mandatory staff meetings per month, as scheduled by administration.

Article VII – Conditions of Employment add: Section 12, Departments C: Special Education

Special Education Teachers will be scheduled with ninety (90) minutes per week of unencumbered time for the purposes of planning. Unencumbered shall mean free from supervision of students or mandatory meetings scheduled by administration.

Special Education teachers may also utilize at least one (1) day per semester for the purpose of IEP writing.

Article VII – Conditions of Employment add: Section 12, Departments D: Non-Tenure Bearing or Civil Service Positions:

1. Positions in this area will be abolished in inverse order of appointment by appointment title.

Article IX - Fringe Benefits, Section 10, A, Health Insurance, 2: amend to read: “Active unit members who are at least .4 FTE shall assume 10 percent (10%) for the 2022-2023 school year and ten and one half percent (10.5%) for the 2023-2024 school year, and eleven percent (11%) for the 2024-2025 school year of the health insurance pure premium cost for individual/dependent enrollment; active unit members who are less than .4 FTE shall assume the premium cost for the portion of FTE not employed, as well as 10 percent (10%) for the 2022-2023 school year and ten and one half percent (10.5%) for the 2023-2024 school year, and eleven percent (11%) for the 2024-2025 school year of the pure premium cost for FTE employed.*

**Full-time unit members who are involuntarily reduced to a part-time status of less than forty percent (40%) will continue to be responsible for the 10 percent (10%) for the 2022-2023 school year and ten- and one-half percent (10.5%) for the 2023-2024 school year, and eleven percent (11%) for the 2024-2025 school year*

Article IX - Fringe Benefits, Section 10, A, Health Insurance: add Section 3, “A health insurance buyout shall be available to employees who are not eligible for coverage under a shared policy within the SLL Counties School District Employees Medical Plan.

The annual buyout shall be based on member eligibility. Members eligible for individual coverage shall receive a buyout of \$2,000. Members eligible for two-person coverage shall receive a buyout of \$4,000. Members eligible for family coverage shall receive a buyout of \$6,000. Members must apply annually to the Business Office for payment in lieu of coverage. For married employees, the application shall include signature of the spouse of the unit member, indicating awareness and approval of the applications. Applications shall be for the period of July 1st through June 30th, and must be submitted by May 30 of the previous fiscal year.

Payment for the buyout will be included in the final check for the year that the active member does not receive coverage. If during the fiscal year, the District Active member applies for reinstatement due to loss of coverage, the amount will be prorated and paid in the final check of that year. Proper documentation of the loss of coverage must be provided along with required plan documents for immediate reinstatement.

Employees in their final year of employment can exercise the buyout for less than the full year. They will be covered by the District's Health Plan immediately after applying for reinstatement three months prior to retirement.”

Article XI – Salary, Appendix D – Salary Schedules (pages iv-vii), all salaries shall increase in the following manner:

2022-2023: 4.0% retroactive to July 1, 2022

2023-2024: 4.25%

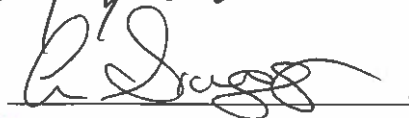
2024-2025: 4.25%

Note: Off Step salaries shall increase at the same rate

Article XV add: CTE teachers involved in Dual Enrollment (HS/Collegiate) classes shall be granted one (1) day of release time per semester free from student supervision for preparation and other work-related logistics.

Signed this 19th day of September, 2022

For the Association:  Mary Evans Welpe, Co-president

 , Lee Scaggs, Co-president

For the BOCES:  , Thomas Burns, District Superintendent

