

## MEMORANDUM OF AGREEMENT

Between the

St. Lawrence-Lewis Counties BOCES Non-Instructional Support Staff Association

And the

Chief School Officer of the Board of Cooperative Educational Services  
Sole Supervisory District St. Lawrence and Lewis Counties

The parties hereto agree to the following changes to the 2018-2022 collective bargaining agreement. Items not mentioned shall remain unchanged in the collective bargaining agreement:

1. Length of agreement: July 1, 2022 – June 30, 2024
2. ARTICLE VII – CONDITIONS OF EMPLOYMENT, Section 5: General Salary Information, Salary Increases:

2022 – 2023: 5.99% (inclusive of increment) retroactive to July 1, 2022

2023 – 2024: \$2,374 flat dollar amount (inclusive of increment)

3. ARTICLE VII – CONDITIONS OF EMPLOYMENT, Section 5: General Salary Information, New Section:

A one-time signing bonus of eight hundred fifty dollars (\$850) will be awarded to all members on payroll at time of ratification by separate check as soon as possible after ratification by the parties.

4. ARTICLE IX – FRINGE BENEFITS, Section 7, Holidays: add Juneteenth – except when it falls on a Saturday
5. ARTICLE IX – FRINGE BENEFITS, Section 8, Vacation amend the final paragraph as follows: Every year during the period of June 1<sup>st</sup> through July 31<sup>st</sup> only, a unit member may request payment for up to forty (40) hours of unused accrued vacation time. The unit member must have sufficient vacation time accrued so that, following the deduction of the number of days requested for pay, the unit member's accrued vacation time equals or exceeds one hundred and sixty (160) hours. Such requests will be subject to the approval of the immediate supervisor.
6. ARTICLE IX – FRINGE BENEFITS, Section 10, Insurance, add:

Retired unit members who do not opt for health insurance coverage upon retirement may re-enroll in the health insurance plan at a later date at the current contribution rate under the qualifying events stipulated in the Plan Document.

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 \$5,000. 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 1<sup>st</sup> through June 30<sup>th</sup>, 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.

7. ARTICLE IX – FRINGE BENEFITS, Section 10, Insurance, amend to read:

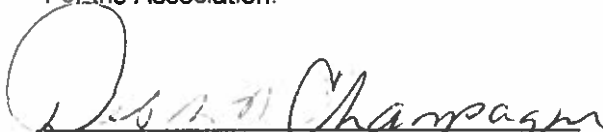
Dental/Optical Coverage: Salaried unit members who are at least sixty (60) percent FTE shall receive the following:

- For the school year 2022-2023 and thereafter, SLL BOCES shall fully fund (up to a maximum unit average of six hundred fifty dollars (\$650) per member) the cost of dental and optical coverage as listed below.
- Dental Coverage: Unit members shall receive dental coverage through Delta Dental which is equivalent to the plans under group number NY1798-001,003.
- Optical Coverage: Unit members shall receive the Premier Platinum Plan through Davis Vision.
- SLL BOCES will inform NISSA annually if the amount above cannot fully fund the coverage listed above. If the coverage cannot be fully funded, NISSA will inform SLL BOCES if it wishes to begin member payroll deduction or modify the existing coverage.

8. ARTICLE IX, FRINGE BENEFITS, Section 10, Insurance, adoption of Rider 11 to the St. Lawrence Lewis School District after ratification by the parties. Add to the end of paragraph one:


The BOCES and the Association will participate in a co-pay assistance program (St. Lawrence Lewis School District Employee Medical Plan Specialty Prescription Drug Program). The co-pay assistance program will be coordinated through the Prescription Benefit Manager and there will be no out-front costs to any employee. The BOCES and the Association agree to a procedure which ensures that the out-of-pocket costs associated with the Specialty Drugs results in no more cost to the member than would have been incurred had the member had the drug filled under Rider 10 prescription drug co-payment of the St. Lawrence Lewis School District Employee Medical Plan Document.

For the Association:

  
Deborah Champagne, NISSA President

Date: June 29, 2022

For the BOCES:

  
Thomas R. Burns, District Superintendent