

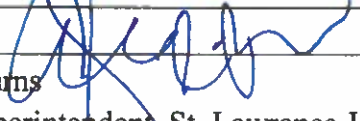
**SLL BOCES NISSA**  
**Tentative Memorandum of Agreement**  
**April 17, 2024**

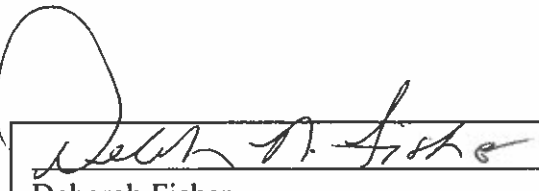
All items in the 2022-2024 contract will remain the same unless changed by mutual agreement. This tentative agreement is not binding on either party until ratified by the NISSA and legislatively approved by the SLL BOCES.

1. Term of Agreement: July 1, 2024 - June 30, 2026.
2. ARTICLE VII – CONDITIONS OF EMPLOYMENT, Section 5: General Salary Information, Salary Increases:  
  
**2024-2025 – 4.95% increase to all salaries (off step shall increase at same rate)**  
**2025-2026 – 4.50% increase to all salaries (off step shall increase at same rate)**
3. ARTICLE VII – CONDITIONS OF EMPLOYMENT, Section 10: Insurance: **Increase annual buyout for family plan to six thousand (6,000) dollars.**
4. ARTICLE VII – CONDITIONS OF EMPLOYMENT, Section 5: General Salary Information, **NEW SECTION: Longevity Increment - Lump sum longevity payments will be disbursed in July to individuals who have reached one of the below milestones. Members reaching a milestone after July 1<sup>st</sup> will not receive their first lump sum longevity payment until July of the next fiscal year.**  
  
**Payments will be based on actual years of service to SLL BOCES or combined with credited service from another BOCES and will be allocated in the following manner:**  
  
**Completion of: 20-24-YOS \$750/Year; 25-29-YOS \$1,000/Year; 30+ - OS \$1,250/Year**  
  
**As of July 1, 2024, longevity increments will be applied to salaries of qualifying members for the last milestone achieved. The longevity increment is viewed as a part of the unit member's annual compensation.**
5. ARTICLE IX – FRINGE BENEFITS, Section 5, Unused sick days: **amend paragraph two sick time payout to seven fifty (7.50) dollars per hour.**
6. ARTICLE IX – FRINGE BENEFITS, Section 8, Vacation: **delete the following sentence from paragraph 3, "The change to the preceding sentence will sunset based on BOCES evaluation at the end of the expiration of the contract."**
7. ARTICLE IX – FRINGE BENEFITS, Section 7, Holidays: **add Lunar New Year**

8. ARTICLE IX – FRINGE BENEFITS, Section 10, Insurance, **Dental/Optical Coverage**, amend **bullet one to read:**
  - For school year **2024-2025** and thereafter, SLL BOCES shall contribute ~~six hundred twenty five (625)~~ **eight hundred (800)** dollars per member toward the cost of dental and optical coverage as listed below.”
  
9. Article X – MISCELLANEOUS PROVISIONS, Section 1: Mileage, amend to read:
 

**“Mileage/Travel: Participation and attendance at trainings and conferences outside the regular workday are completely voluntary unless the BOCES can demonstrate that attendance is required per state statute or vendor obligation. In any case, the BOCES will coordinate scheduling with the unit member’s personal schedule whenever possible. Unit members will be reimbursed at the board-approved mileage rate in effect as of the date of travel for any and all approved travel when a SLL BOCES vehicle is not available, and a privately-owned vehicle must be used. Members will be paid for all hours of work when attending a mandatory conference (which may include travel time in certain circumstances). Overtime rules shall apply where applicable. Members will be reimbursed for meals and lodging at the rate approved by the BOCES Board of Education.**
  
10. Article X – MISCELLANEOUS PROVISIONS, NEW Section: **“First Responders enrolled as members of Volunteer Fire Departments or Volunteer Rescue Squads may respond to calls during the workday without loss of time or pay if such call does not provide a hardship to the BOCES. First Responders shall notify their supervisors of membership in volunteer organizations and shall develop notification/permission procedures unique to their position. First Responders shall annually report to the BOCES and the sponsoring municipality all calls responded to during workday. Liability and insurance during the call response shall be borne by the volunteer organization. This clause will sunset June 30, 2026 unless continuance is mutually agreed to by both parties.”**
  
11. **Within thirty (30) days of ratification of this agreement by both parties, unit members will receive a one-time payment of seven hundred-fifty (750) dollars in a separate check.**
  
12. Appendix D – Time Clock Information: **Delete Section 13 pertaining to lunch punches and renumber.**

  
 \_\_\_\_\_  
 Thomas Burns  
 District Superintendent, St. Lawrence-Lewis BOCES  
 DATE: *5/17/24*

  
 \_\_\_\_\_  
 Deborah Fisher  
 President, NISSA  
 DATE: *5/14/24*