

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 2022-2025 collective bargaining agreement. Items not mentioned shall remain unchanged in the collective bargaining agreement.

Editorial:

- Delete references to Agency Fee
 - Update recognition clause to reflect current titles
 - Replace teachers with “Unit members” where appropriate
 - Incorporate signed MOAs into contract (Speech supervision of interns, Stipends for mandatory trainers) Relevant MOAs are attached
1. Four-year agreement, effective July 1, 2025 – June 30, 2029
 2. Article IX – Fringe Benefits, Section 11, Insurance, Sub-section B, Dental/optical Insurance (page 19), replace paragraph one to read:
 - “A benefit trust fund will be administered by the St. Lawrence-Lewis BOCES Teachers’ Association for the purpose of providing a continuing program of benefits for members of the bargaining unit.
 - **2025-2026: \$800 per bargaining unit member**
 - **2026-2027: \$850 per bargaining unit member**
 - **2027-2028: \$900 per bargaining unit member**
 - **2028-2029: \$900 per bargaining unit member**
 3. Article IX – FRINGE BENEFITS – Change method of health insurance buyout payout to be equally proportioned in payroll.

Section 10, Subsection A.3

3) A health insurance buy-out 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~~-buy-out ~~shall will~~ be based on member eligibility. Members eligible for individual coverage ~~shall will~~ receive a buyout with an annual value of \$2,000 to be paid in equally proportioned payroll distributions. For example, a member who: 1. is eligible for individual coverage, 2. receives 20 paychecks per year, and 3. properly waives coverage, will receive a buy-out payment of \$100 per pay check. Members eligible for two-person (2-person) coverage ~~shall will~~ receive a buyout with an annual value of \$4,000 to be paid in equally proportioned payroll distributions. Members eligible for family coverage ~~shall will~~ receive a buyout with an annual value of \$6,000 to be paid in equally proportioned payroll distributions.

Members must apply ~~annually~~ in writing to the Business Office for payment in lieu of coverage to begin. For married employees, ~~the a written~~ application to the Business Office shall must include the signature of the spouse of the unit member, indicating awareness and approval of the application. ~~Applications shall be for the period July 1 through June 30th, and must be submitted by May 30th of the previous fiscal year.~~ New employees must submit applications within thirty (30) days of beginning employment. Existing employees who properly unenroll from coverage will begin receiving a buy-out payment distribution in the first payroll that the employee begins without coverage.

4. Add new section: Section 12: Paid Birth/Bonding Leave

From the date of birth or adoption, up to six consecutive weeks of paid leave will be granted (not to be taken from accumulated sick leave or other paid leaves) to a parent-member of a newborn child. The parent-member may use accumulated sick leave to get to twelve consecutive weeks of leave from the date of birth or adoption. If legislation is enacted that would require the BOCES to provide paid leave to a parent-employee of a newborn child or newly adopted child, then the employee shall elect either the paid leave provided in this section or the legislatively enacted leave but will not be entitled to both.

5. Article IX – Salary, Section C) Master's Degree: Unit members shall be paid **one-thousand dollars (\$1000) ~~six hundred dollars (\$600)~~** for the Master's Degree.
6. Section H) The Board of Cooperative Educational Services ~~reserves the right to will~~ assign an index not to exceed 1.1 of the assigned step salary to members in the areas of psychology, speech therapy, and **occupational therapy. The Board of Cooperative Educational Services reserves the right to assign an index not to exceed 1.1 of the assigned step salary to members in the areas of counseling and Physical Therapy. Only unit members ~~teachers~~ with a Master's Degree will receive this index."**
7. Amend Section I) to read: "The Board ~~may will~~ grant prior service steps for documented trade experience or teaching experience."
a. **Teaching experience will be credited with one step for each year of teaching or long term substitute teaching.**
b. **Trade experience will be credited with .75 step for each year (12 months) of**

documented employment in the trade associated with the BOCES position up to fifteen (15) steps. Final computation of step will round to the nearest whole number.

- c. BOCES agrees to share the relevant documentation with Association leadership.**
- d. This section will revert back to the 2022-2025 CBA language unless continued by mutual agreement of the parties.**
- e. Commencing with the ratification of this agreement, any current member may petition the BOCES for recognition of prior service steps not awarded at original date of hire. Interested unit members must produce proof of prior service and present to the BOCES for review prior to October 1, 2025. A committee of Association and BOCES representatives will review the documentation and award steps if eligible. All decisions of the review committee shall be binding and not subject to the grievance process. If prior service is awarded, the total number of years will be divided by four and members will be moved that number of additional steps per year; the BOCES shall apply all credit awarded by the committee by the end of the 2028-2029 school year. Payment for prior service will not be retroactive. Newly awarded steps will be granted from a pool of \$100,000 that the BOCES shall set aside effective upon ratification of this agreement (from 2024-2025 monies). Any remaining funds will be distributed to all members equally in a one time payment not to the salary schedule. Additions to salary will be retroactive and begin with the first paycheck of March 2026 or as soon thereafter as practicable. Committee membership and guidelines will be established through joint study.**
- f. Commencing with the ratification of this agreement, current members will be held harmless and no salaries will be reduced based on a review of prior service.**

8. Article IX - Fringe Benefits, Section 10, A, Health Insurance, 2

A) Health Insurance

- 1) Effective July 1, 2025 ~~October 1, 2019~~, or as soon thereafter as possible, the health insurance plan for active and retired members shall be the St. Lawrence-Lewis School District Employees' Medical Plan, as modified by Rider 11~~0~~ benefit level as of the signing of this agreement (attached as Appendix E). Plan change will take place after ratification by both parties.¹

¹ The parties acknowledge that the Plan will allow continuation of pre-existing drug prescriptions under Rider 10 conditions, but only until July 1, 2026 (the first twelve months after the transition to Rider 11). The BOCES and the Association will participate in a copy 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 cost any employee. The BOCES and the Association agree to a procedure which ensures the out-of-pocket costs associated with Specialty Drugs and Tier 3 Drugs results in no more cost to the member than would have

- 2) Effective concurrently with the implementation of Rider 10~~1~~: active unit members who are at least .4 FTE shall continue to assume ~~nine percent (9%) for the 2019-20 school year and ten percent (10%) for the 2020-21 school year~~ of the health insurance pure premium cost for individual/dependent enrollment; active unit members who are less than .4 FTE shall continue to assume the premium cost for the portion of FTE not employed, as well as ~~nine percent (9%) for the 2019-20 school year and ten percent (10%) for the 2020-21 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 ~~nine percent (9%) contribution for the 2019-20 school year and 10 percent (10%) for the 2020-21 school year.~~*

***Appendix E and any other references to Rider 10 will need to be updated for a Rider change.**

9. Article XI – Salary, Increase new monies to salaries by 4.5% (inclusive of step) for each year of agreement including off-step.
10. Article XI – Salary, Add new section: O) Retention Increment: Beginning in school year 2025-2026, all members who have achieved at least nine consecutive years of service to the BOCES as a BOCES TA unit member shall receive a retention increment. Beginning in their tenth year, \$250 per year of service beyond year 9 shall be added to the unit members salary (not to the salary schedule). Credit for retention bonus shall be retroactive. No more than ten retroactive payments will occur in a single year, but full retroactive credit must be achieved by school year 2028-2029.

Date: 2/10/ 2025

ST. LAWRENCE-LEWIS BOARD OF
COOPERATIVE EDUCATIONAL SERVICES

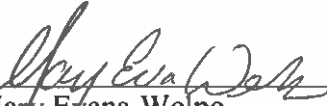
By: 

Thomas Burns
District Superintendent


ST. LAWRENCE-LEWIS BOCES TEACHERS
ASSOCIATION

been incurred had the member had the filled under the Rider 10 prescription drug copayment of the St. Lawrence-Lewis School District Employee Medical Plan.

Date: Feb 10th 2025

By: 
Mary Evans-Welpe
Co-President

Date: Feb 10th 2025

By: 
Danny "Lee" Scaggs
Co-President