

SLL BOCES NISSA & St. Lawrence-Lewis BOCES
Tentative Memorandum of Agreement
May 19, 2026

All items in the 2024-2026 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 the Agreement: July 1, 2026 - June 30, 2029
2. **ARTICLE VII – CONDITIONS OF EMPLOYMENT, Section 5: General Salary Information, Salary Increases**
 - 2026-2027 – 4.5% (increase to all salaries – off step shall increase at the same rate)
 - 2027-2028 – 4.5% (increase to all salaries – off step shall increase at the same rate)
 - 2028-2029 – 4.0 % (increase to all salaries – off stop shall increase at the same rate)
3. **ARTICLE VII – CONDITIONS OF EMPLOYMENT, Section 5: General Salary Information, Longevity Increment**
 - Add this to the end of the first paragraph: “Members may request their longevity payment as a sequence 2 item on a payroll check. They may also request that State and/or Federal tax not be withheld on the longevity portion.”
4. **Article VII – CONDITIONS OF EMPLOYMENT, Section 5: Inclement Weather,**
 - Replace “must attempt to” with “must” in paragraph one and paragraph two of the section.
5. **ARTICLE IX – FRINGE BENEFITS, Section 5: Unused Sick Leave**
 - Amend the second paragraph to read: “Further, the unit member will be paid eight dollars (\$8.00) per hour for any sick time accrued in excess of that allocated to the 41-j option, up to a maximum of one thousand nine hundred and twenty (1920) hours, and any such payment will be deposited directly into the employee’s non-elective 403(b) account, no later than July 3rd following the effective date of separation.”
6. **ARTICLE IX – FRINGE BENEFITS, Section 7: Holidays**
 - Amend language for Lunar New Year to Include: Lunar New Year is only observed when schools are prohibited from being in session under Education Law.
 - Amend to Read: “Unit members shall receive three (3) paid floating holidays per fiscal year. These days must be used in full-day increments by the end of the year and do not accumulate.”
7. **ARTICLE IX – FRINGE BENEFITS, Section 10: Health Care**
 - Amend to Read:
“Health Insurance: Salaried unit members who are at least sixty (60) percent FTE on an annual basis are entitled to healthcare under the St. Lawrence-Lewis Counties School District Employees Medical Plan including Rider 11, attached to this agreement as Appendix F. Beginning July 1, 2026, the BOCES shall be responsible for 89.5% of the premium cost for individual and dependent coverage for all eligible unit members. Beginning July 1, 2027, the BOCES shall be responsible for 89% of the premium cost for individual and dependent coverage for all eligible unit members. For unit members retiring on or before June 30, 2017, the SLL BOCES shall be responsible for one-

hundred (100) percent of the premium cost for individual coverage and seventy-five (75) percent of any additional premium cost for dependent coverage. For unit members retiring after June 30, 2017 and on or before June 30, 2024, the SLL BOCES shall be responsible for the same percentage of the premium cost for individual coverage as in the member's final year of active service and seventy-five (75) percent of any additional premium cost for dependent coverage. For unit members retiring after June 30, 2024, the SLL BOCES shall be responsible for ninety (90) percent of the premium cost for individual coverage and seventy-five (75) percent of any additional premium cost for dependent coverage. Unit members retiring on or before June 30, 2017 shall be reimbursed for the cost of Medicare Part B costs for the member and the member's spouse. The SLL BOCES will not reimburse unit members retiring after June 30, 2017 for the cost of their spouse's Medicare Part B costs. The SLL BOCES shall reimburse Medicare Part B costs for unit members retiring after June 30, 2017.

The BOCES and the Association will participate in a copay assistance program (St. Lawrence-Lewis School District Employee Medical Plan Specialty Prescription Drug Program). The copay assistance program will be coordinated through the Prescription Benefit Manager and there will be no out-front cost to any employee. The BOCES and the Association agree to a procedure which ensures that the out-of-pocket costs associated with the Specialty and Tier 3 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 copayment of the St. Lawrence-Lewis School District Employee Medical Plan Document.

Unit members must be eligible for retirement under the New York State Retirement System in order to be eligible for SLL BOCES-provided health insurance as modified in this section. Unit members hired on or before June 30, 2017 and retiring on or after July 1, 2014, must have ten (10) or more years of service to the SLL BOCES to be eligible for SLL BOCES-provided health insurance coverage as modified in this section. Unit members hired after June 30, 2017, must have fifteen (15) or more years of service to the SLL BOCES to be eligible for SLL BOCES-provided health insurance as modified in this section. Neither service requirement will apply to disability retirements under the state retirement system or the federal Social Security Administration. The District Superintendent shall have authority to waive the service requirement in extenuating circumstances.

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 qualifying events stipulated in the Plan Document.

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 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 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 30 and must be submitted by May 30th 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 buy-out 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.

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

- For school year 2024-2025 and thereafter, SLL BOCES shall fully fund (up to a maximum unit average of eight hundred dollars (\$800) per member toward 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 NY1798-0001, 0003.
- 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 X - MISCELANEOUS PROVISIONS, Section 5, First Responders

- Amend the last sentence to read: "This Clause will sunset June 30, 2029, unless continuance is mutually agreed to by both parties."

X



5/19/26

Darin P. Saiff
District Superintendent, SLL BOCES

X



5/19/26

Deborah N. Fisher
President, SLL BOCES NISSA