

**Tentative Agreement
between the
St. Lawrence-Lewis BOCES (BOCES)
and the
Federation of Instructional Support Personnel (FISP)**

The following items are tentatively agreed upon for a successor three-year contract between the parties. Any sections of the July 1, 2023 – June 30, 2026, agreement not amended herein remain unchanged. This tentative agreement is not binding on either party until ratified by the FISP and Legislatively approved by the BOCES.

1. Article IX – Leave / Attendance Incentive

*remove “sunset” provisions presently contained in:

- Article IX, Section 1 – Death Leave
- Article IX, Section 2 – Personal Leave
- Article IX, Section 14 – Attendance Incentive

2. Article IX – Sick Leave Conversion

To the extent permitted by law, add a 457 plan option wherever applicable in the contract language governing unused sick leave conversion.

3. Article IX – Section 4: Sick Leave

F. Paid Birth Bonding Leave: Unit members will be granted up to six (6) weeks of birth/bonding leave, subject to the following conditions:

a. The leave begins on the day after the birth or adoption of a child. The leave must be taken consecutively and may not be taken intermittently.

b. The employee is entitled to FMLA as per the contract for the duration of the leave.

c. The employee has accrued a total number of sick leave, personal leave, and vacation leave (if applicable) days equal to the number of maternity leave days taken. If the employee has accrued a total number of sick leave, personal leave, and vacation leave days (if applicable), less than six weeks, then the maximum number

of maternity leave days will be equal to the total number of vacation leave (if applicable), sick leave, and personal leave days accrued by the employee.

If the employee is entitled to additional FMLA leave for the period after the period paid by the BOCES without use of accrued leave, then normal FMLA practices will apply. If both parents are employees of the BOCES, then the leave must be shared. If future legislation mandates such leave, then the employee must choose the statutory or contractual benefit but may not use both.

4. Article IX – Section 10: Insurance

A. Health Insurance

Change all references of “Rider 10” to “Rider 11”

Update “Appendix A” to Rider 11

5. Article IX – Section 10: Insurance

B. Benefit Fund

The Benefit Fund contribution will be increased by five (5%) in each year of the three (3) year collective bargaining agreement.

6. Article XIII – Salary

**Parties agree to eliminate the “Teacher Aide” Salary Schedule I (page 27)*

Salary increases as follows:

2026-2027: 5.25%

2027-2028: 5.50%

2028-2029: 5.75%

6) Retention Increment: Members who have the following BOCES years of service will receive additional compensation to their base salary as follows:

Years 10-14 - \$500

Years 15-19 - \$1,000

Years 20+ - \$1,250

7) Any member who retires effective July 1, 2026, through June 30, 2029, and has at least fifteen (15) years of BOCES service and is at least 55 years of age, will receive an additional Five Thousand Dollars (\$5,000) into their 403(b) or 457 account. The BOCES will be prepared to issue the payment within 90 days of the effective retirement date. This provision will sunset after June 30, 2029.

Educational Associate: Salary Schedule				
RAISE		5.25%	5.50%	5.75%
STEP	25-26	26-27	27-28	28-29
1	23,867	24,630	25,512	26,555
2	24,336	25,120	26,002	27,035
3	24,828	25,613	26,502	27,525
4	25,345	26,132	27,022	28,025
5	25,888	26,676	27,569	28,576
6	26,638	27,247	28,143	29,154
7	27,122	28,037	28,746	29,761
8	27,829	28,546	29,579	30,399
9	28,540	29,290	30,116	31,279
10	28,906	30,038	30,901	31,848
11	29,279	30,423	31,691	32,678
12	29,694	30,816	32,097	33,513
13	30,367	31,253	32,511	33,942
14	30,899	31,961	32,972	34,380
15	31,484	32,522	33,719	34,868
16	32,074	33,137	34,310	35,658
17	32,511	33,758	34,959	36,283
18	33,002	34,218	35,615	36,970
19	33,944	34,734	36,100	37,663
20	34,761	35,726	36,645	38,175
21	35,371	36,586	37,691	38,752
22	36,190	37,228	38,598	39,858
23	37,304	38,090	39,276	40,818
24	38,364	39,263	40,185	41,534
25	39,341	40,378	41,422	42,495
26	40,575	41,406	42,599	43,804
27	41,534	42,705	43,683	45,048
28	42,639	43,715	45,054	46,195
29	43,952	44,877	46,119	47,644
30	45,063	46,259	47,346	48,771
31	46,295	47,429	48,803	50,068
32	47,702	48,725	50,037	51,609
Off STEP		5.25%	5.50%	5.75%
All Teaching Assistants, LPN's, Interpreters, Corrections Counseling Assistants and Job Coaches				

7. Article XIV – Duration of Agreement

Salary increases will be applied according to Article XIII. All other provisions of this Agreement will be effective upon ratification by both parties and shall remain in effect until June 30, ~~2026~~ 2029. ...

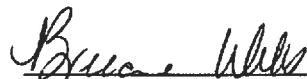
8. Appendix C – Teacher Assistant Appraisal Form

Remove phrase “Dress Code” from the evaluation form and replace it with “Professional Appearance in the context of assignment”.



Darin Saiff
Chief Executive Officer
St. Lawrence- Lewis BOCES

Date: 8/27/2024



Breeanne Wells
President
St. Lawrence-Lewis FISP

Date: 8/27/26