

Draft of MOA - Certified Staff

1. **Monetary package:**

Salary: 1.85% for 3 years

Healthcare: 0% increase for 3 years for TAs; 0% increase year 1, .25% increase year 2, .5% increase year 3 for teachers

Benefits Trust contribution from admin: \$1550 year 1, \$1550 year 2, \$1750 year 3

2. **TA longevity (not cumulative):** beginning of year 8: \$2000

Year 16: \$2375

Year 20: \$2750

Year 25: \$3500

3. **Healthcare in retirement:** no change

4. **Increase in TCIS stipend** - trainer increase of \$500 (\$2000), response team member increase of \$375 (\$1375), summer increase of \$75 (\$275)

5. **Change in use of a portion of Sick time to be used as Family Sick time:** 5 of the existing sick time days can be used for Family Sick time. Language to mirror existing language in the contract in regards to sick time (immediate family same as bereavement language, no note required until 4th day, note to be delivered upon return to work)

6. **Boces Bucks:** \$75 per day for days 50-124 of accumulated sick days (no change); \$125 per day for days 125-149 of accumulated sick days (increase of \$25/day); \$175 for days 150-225 (increase of \$25/day; cap of 225 days on Boces Bucks - previous cap was 200 days). Still a max of 200 days carry over for Sick.

7. **Extended Days:** change contractual days from 12 to 10, at least one day will be focused on mental health

8. **TA Level 2 and 3 certification:** \$1000 when you reach Level 2, \$1000 when you reach Level 3 (an increase of \$1,000). TAs will receive \$2000 if they move directly from Level 1 to Level 3 certification.

9. **Upgrade schedule:** small changes to schedule; increase of upgrade pay to \$85/day. TA now gets the upgrade when non 1:1 aide is out (classroom aide). If classroom teacher covers more than one classroom, rate goes to daily sub rate. These changes impact cert staff, rather than Aides.
10. **Payroll changes:** Payroll will occur on the banking business day of or before the 15th of each month and the last banking business day of each month; pay calendar posted by July 1 of each year
11. **PTs and OTs:** have the same rights as teachers to receive observation report within six school days after the observation (provision 7 of Teacher Evaluation portion of the contract)
12. **Summer school:** Pay increased by \$5/day per year of contract
13. **Personal Leave:** no longer need to give a reason for any days
14. **What did we give up:** the award of **NEW sick day** accruals **if you do not show up on the first day of work**, remain out for five or seven consecutive days at the beginning of the year, AND do not provide a note from a medical provider for the absence. The 5/7 consecutive days depends on sick leave accruals you are due based on years of service. **Through 10 years of service = 10 Sick days; eleven or more years of service = 15 Sick days. If you are a member with an annual allotment of 10 sick days, the note must be provided by the 5th school day of consecutive absence. If you are a member with an annual allotment of 15 school days, the note must be provided by the 7th day of consecutive absence.** The exception to the rule is members who are approved for FMLA leave or out on bereavement leave. This language does not take away previously accrued leave time (carried over time), **and it does not affect Personal Days awarded for the new school year.** It affects the award of new sick day accruals for the new academic year if you don't show up on the first day of work, remain absent for 5/7 consecutive days and do not provide a note from a medical provider within 5/7 days, depending on your length of service.

Examples:

- A. I showed up on the first day of work, but I was sick on the second day. Does this new language apply to me? No, because the length of your absence was one day.
- B. I am a member with seven years of service. I was ill on the first day of work and was absent for the first, second, and third day of work. Does this new language apply to me? No, because the length of your absence was not five or more consecutive days.

- C. I am a member with 20 years service. I was ill on the first day of work and was absent for the first, second, and third day of work. Does this new language apply to me? No, because the length of your absence was not seven or more consecutive days.
- D. I am a member with ten years of service. I was out for the first six days of the school year because I was ill. Does this language apply to me? Yes. In order to be awarded your ten days of Sick time for the new academic year, you must provide a note from a medical provider by the 5th consecutive day of the absence. If you do not provide the medical note by the 5th day of the consecutive absence, you will not be awarded your Sick time for the new academic year. Nothing happens to the three personal days for the new academic year, and nothing happens to time carried over from the previous years.
- E. I am a member with twenty years of service. I was out consecutively for the first eight days of the school year because I was ill. Does this language apply to me? Yes. In order to be awarded your fifteen days of Sick time in the new academic year, you must provide a note from a medical provider by the 7th consecutive day of the absence. If you do not provide the medical note by the 7th day of the consecutive absence, you will not be awarded your Sick time for the new academic year. Nothing happens to the three personal days for the new academic year, and nothing happens to time carried over from the previous years.
- F. I am a member with twenty years of service. I was out for the first eight days of the school year. I don't have a medical reason for the absence, and I might not be able to get a note from a medical provider. Does this language apply to me? Yes. In order to be awarded your fifteen days of Sick time for the new year, you must provide a note from a medical provider. If you do not provide the medical note by the 7th day of the consecutive absence, you will not be awarded your Sick time for the new academic year. Nothing happens to the three personal days for the new academic year, and nothing happens to time carried over from the previous years.
- G. I am a member with three years of service. There was a death in my family on August 30, and I was out on bereavement for the first five days of school. Does this language apply to me? No, because the exception to the rule is if a member is out on bereavement or FMLA.
- H. I submitted the appropriate paperwork for an FMLA and my supervisor and HR know that I will be out for the first month of the new school year. Does this language apply to me? No, because the exception to the rule is if a member is out on bereavement or FMLA.