

**MEMORANDUM OF AGREEMENT**

**BY AND BETWEEN THE**

**SCOTIA-GLENVILLE CENTRAL SCHOOL DISTRICT**

**AND**

**SCOTIA-GLENVILLE ADMINISTRATORS' ASSOCIATION**

**May 30, 2023**

The Superintendent of the Scotia-Glenville Central School District ("District") and Scotia-Glenville Administrators' Association ("Association") hereby agree to the following changes to the July 1, 2019 to June 30, 2023 collective bargaining agreement between the School District and the Association. The terms of this Memorandum of Agreement shall supersede all prior collective bargaining agreements and understandings. Any Articles, sections or portions of the 2019 – 2023 collective bargaining agreement not discussed herein shall continue and be incorporated into the successor collective bargaining agreement without change. This Memorandum is subject to approval by the Board of Education of the District and ratification of the Association. It is also agreed that a new contract will be drawn up with this MOA.

**ARTICLE 23 – DURATION**

- A. The provision of this agreement shall be effective as of July 1, 2023 and shall remain in full force and effect through June 30, 2027.

**ARTICLE 19 – HEALTH INSURANCE**

- Effective July 1, 2024, the employee share of health insurance will increase by 1% for both individual and family plans which will increase their percentages to 14% and 16% respectively
- Add: "The plan offered to retirees will be the same as provided to active members under this Agreement as such plan may later be changed by the parties in accordance with the terms of this Agreement for insurance plan(s) provided to active employees. Only dependents consisting of a spouse and dependent children the unit member has at the time of retirement are eligible for dependent coverage under this provision."

**ARTICLE 20 – SALARIES**

- A. Salary increases in each year of the contract will be as follows:
- 2023-2024           4%
  - 2024-2025           4%
  - 2025-2026           4%
  - 2026-2027           4%

## ARTICLE 5- ADMINISTRATOR EMPLOYMENT

Add contract language "In the event a teacher does not choose to apply for a position in the Teachers Union, Administrators can be appointed to such positions (below) with Board Approval and then reappointed without the need for additional Board Approval."

Any positions that exist in the SGTA that are not performed by SGTA membership such as Health Coordinator and Director of Guidance

- Will follow the rates set forth in the Teacher's Collective Bargaining Agreement.

## ARTICLE 6- WORK YEAR

- Twelve Month Administrators:
  - Remove "will receive all legal holidays received by the teaching staff plus July 4<sup>th</sup> and Labor Day"
  - List all holidays for 12-month administrators
    - Independence Day
    - Labor Day
    - Columbus Day
    - Veteran's Day
    - Thanksgiving Day and the Day following
    - Christmas Eve Day
    - Christmas Day
    - New Year's Eve Day
    - New Year's Day
    - Martin Luther King, Jr. Day
    - Lincoln's or Washington's Birthday (whichever is observed on the school calendar)
    - Good Friday (if not a day of pupil attendance)
    - Memorial Day
    - "Juneteenth" (when school is closed for the holiday)
- Eleven Month Administrators: Add contract language to state "11-month administrators must request additional summer days and receive Superintendent approval prior to working such requested days."

## ARTICLE 20 – SALARIES

### Section B.

- The use of funds from the \$7,000.00 pool is to be approved by the Superintendent and the SGAA Officers.

**ARTICLE 21 – DEFERRED RETIREMENT**

**Section D.**

- “Number of accrued sick leave days (not to exceed 325 sick leave days) at \$35 per day to a maximum increment of \$11,375 for 2023-2024.”
- “Number of accrued sick leave days (not to exceed 325 sick leave days) at \$40 per day to a maximum increment of \$13,000 for 2024-2025.”
- “Number of accrued sick leave days (not to exceed 325 sick leave days) at \$45 per day to a maximum increment of \$14,625 for 2025-2026.”
- “Number of accrued sick leave days (not to exceed 325 sick leave days) at \$50 per day to a maximum increment of \$16,250 for 2026-2027.”

**General CBA Review: The parties will examine the current CBA with a view towards updating any language that has become outmoded or no longer reflects what occurs and to incorporate as appropriate recent MOA’s. All such changes will be made with mutual agreement.**

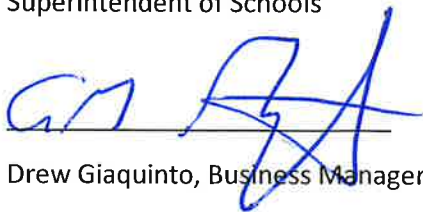
Dated: \_\_\_\_\_

**For the School District:**



Susan M. Swartz

Superintendent of Schools



Drew Giaquinto, Business Manager

**For the Association:**



Peter Bednarek

SGAA President



Anthony Peconie



Tonya Federico



Robert Cosmer



John Geniti