

### Tentative Agreement

Three year contract July 1, 2022 through June 30, 2025 with an option to extend July 1, 2025 through June 30, 2026.

#### Article 1 – RECOGNITION - AGREED

“The Board of Education of the Vestal Central School District hereby recognizes the Association of Vestal School Paraprofessional as the exclusive bargaining agent for all employees of the School District serving in the Broome County Department of Civil Service Title of Teacher Aide and appointed by the Vestal Central School District Board of Education to the position of Teacher Aide ~~or Teacher Aide (Monitor).~~”

The parties have agreed to eliminate the position of Teacher Aide (Monitor). All AVSP members will stay as or become Teacher Aides. This will require building administrators to create appropriate daily schedules for AVSP members utilizing input from individual AVSP members. (See Appendix B Teacher Aide (Monitor) Teacher Aide Merger)

#### Article 3. New E – AGREED

If an AVSP member uses all of their personal and family illness days, and personal business days, the AVSP member will be required to complete timesheets for the remainder of the school year.

#### Article 3 .G - AGREED

Superintendent conference days and early release days are workdays where attendance is mandatory. Members may request the use of a benefit day on Superintendent Conference days or early release days. Leave requests, including Personal and Legal days will be reviewed for extenuating circumstances by the Superintendent's office.

The Personnel Office will be requesting proof of necessity regarding use of benefit days immediately before or immediately after days when school is not in session. Leave requests, including Personal and Legal days will be reviewed for extenuating circumstances by the Superintendent's office.

#### Article 8 – Family Illness Days - AGREED

For family illness leave, the immediate family includes the spouse, child, parent, parent-in-law, grandparent, grandchild, brother, or sister **and may also include** any individual who lives in the employee's household.

Article 14 – A - Salary Adjustments - AGREED

One time addition to base pay in fiscal year 2022-23:

<u>Years of service in AVSP</u>	<u>Amount</u>
0 to less than 10 years	\$0.00
Greater than 10 to less than 15 years	\$400.00
Greater than 15 to less than 20 years	\$800.00
Greater than 20 years	\$1200.00

In addition, all members will receive the following per hour salary adjustments:

All members in the unit will receive a \$1.25 per hour increase for the 2022-2023 school year.  
All members in the unit will receive a \$0.90 per hour increase for the 2023-2024 school year.  
All members in the unit will receive a \$0.80 per hour increase for the 2024-2025 school year.  
Optional - All members in the unit will receive a \$0.75 per hour increase for the 2025-2026 school year.

Career Increments are added to base salary if base salary is above minimum wage. If base salary is below minimum wage, career increments are added after a minimum wage adjustment.

Commencement of 5<sup>th</sup> year - \$175.00  
Commencement of 10<sup>th</sup> year - \$300.00  
Commencement of 15<sup>th</sup> year - \$325.00  
Commencement of 20<sup>th</sup> year - \$350.00  
Commencement of 25<sup>th</sup> year - \$400.00

Article 14 – F – Post Secondary Education Adjustment - AGREED

This must be submitted within one month of hire with the district and must be an official transcript submission. If earned during employment, must be submitted within one month from time earned.

“Post-secondary education adjustments shall be implemented in accordance with the schedule below and shall become part of the base salary **in accordance with the payment schedule below** and the employees completed approved course work is in accordance with Article 14. C. The benefit shall also be available to new staff upon proof of completed post - secondary education course work verified by an official transcript from an accredited college or university and meeting the criteria stated in Article 14.C (1) and Article 14. C (3). **Official transcripts for new hires must be received no later than one (1) month from date of hire.** Adjustments shall only be added to a salary once.



ADD:

Payment for educational credits for existing employees will be based on the following:

A. Full Payment:

To receive full compensation for educational credits, an employee must provide the District with appropriate **(Official)** transcripts no later than **September 1<sup>st</sup>**.

B. Partial Payment:

One half of the compensation for education credits will be granted if the District is provided the appropriate **(Official)** transcripts by **February 1<sup>st</sup>**. The remaining portion of the compensation will be processed the following September.

Article 14 – G – Additional Duties - AGREED

Increase the toileting and service animal aide compensation to \$500.00 paid in September and \$500.00 paid in February.

Article 15 A – Insurance - AGREED

If an AVSP member is absent from work and has exhausted all personal and family illness days, and personal business days during any given school year, the employee will be docked pay for the day including the cost of their daily health insurance rate or docked the equivalent of the daily rate for the insurance buyout.

Article 15 B – Insurance - AGREED

Remove current chart/language and replace the following table for the Excellus Blue Cross Blue Shield Classic Blue (Formerly Region Wide) and Excellus Blue Cross Blue Shield PPO H:

Individual

Year 22-23 – 5.5%

Year 23-24 – 6.0%

Year 24-25 – 6.5%

Year 25-26 – 7.0%

Family

Year 22-23 – 7.5%

Year 23-24 – 8.0%

Year 24-25 – 8.0%

Year 25-26 – 8.0%

Article 15 E – Insurance Alternative – **AGREED**

If an AVSP member is absent from work and has exhausted all personal and family illness days, and personal business days during any given school year, the employee will be docked pay for the day including the cost of their daily health insurance rate. If the employee participates in the Insurance/Alternative option, the District will prorate the Insurance/Alternative based on the number of unpaid days.

Article 16 – Dues Deductions – **AGREED**

Section C – REMOVE – no more agency fees.

Article 20 – Association Day – **AGREED**

Increase number of Association days from 9 to 10 days

Article 25 – Grandparented People - **AGREED**

Remove from contract

Article 27 Early Notification Benefit - **AGREED**

Increase Full Time – 7 hour day employee amount from \$2500 to \$3000.00

Increase Less than 7 hour day employee amount from \$1250 to \$1750.00

Article 28 – Duration – **AGREED**

A **three**-year contract with the option to extend to a **fourth** year.

Appendix A – **AGREED**

**Benefits for Retirees of the Vestal Central School District**

1. Health Insurance (Excellus Classic Blue Cross Blue Shield or PPO H) – plus existing language (a and b).
2. An AVSP retiree is eligible to pay 100% of a District sponsored Medicare Advantage Plan insurance cost.

An AVSP retiree's spouse is eligible to pay 100% of the District sponsored Medicare Advantage plan insurance cost provided the spouse was part of the AVSP family medical plan for five consecutive years prior to the date of retirement. A surviving spouse may continue Medicare Advantage plan by paying 100% of the premium cost.

Appendix B Teacher Aide and Monitor Merger – New title is Teacher Aide only. – **AGREED**

As of September 1, 2022, the Vestal Central School District merged the Teacher Aide and Monitor positions across the district to Teacher Aide only.

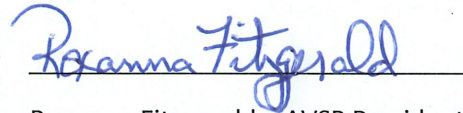
1. All AVSP unit members hired by the District will hold the title of Teacher Aide
2. Any AVSP member currently employed by the District and who holds the title of Monitor, will be merged into the seniority list with the current Teacher Aides, according to their years of service within the AVSP. For example, a Monitor with 7.5 years of experience will be listed on the AVSP seniority list as a Teacher Aide with 7.5 years of experience.
3. The new seniority list will only be used in the event that the district has layoffs. (reference Article 22 -Seniority, Layoff and Recall)
4. Work schedules for all Paraprofessionals shall be established by the Building Principal based on the need of the school. (Reference article 5 – Responsibilities)

This merger will provide a greater number of paraprofessionals who will be able to assist all classified and non-classified students within District buildings and allow the building Principal to assign Paraprofessionals to duties as needed.



Clifford Kasson – Deputy Superintendent

Date: 8/15/2022



Roxanna Fitzgerald – AVSP President

Date: 8/15/2022