

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
THE SCOTIA-GLENVILLE CENTRAL SCHOOL DISTRICT
AND
THE SCOTIA-GLENVILLE TEACHERS' ASSOCIATION, SCHOOL AIDES &
MONITORS' UNIT**

Jan 9, 2025

The Superintendent of the Scotia-Glenville Central School District ("District") and the Scotia-Glenville Teachers' Association, School Aides and Monitors Unit ("Association") hereby agree to the following changes to the July 1, 2020 to June 30, 2024 collective bargaining agreement between the School District and the Union ("Agreement"). The terms of this Memorandum of Agreement shall supercede all prior collective bargaining agreements and understandings. Any Articles, sections, or portions of the 2020-2024 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 by the Union.

1. Article II – Duration – Amend to provide for a new agreement for the period July 1, 2024 through June 30, 2027.

2. Article XVII – Salary –

- Amend Section "1" (Compensation) delete the "a", "b", "c", "d", and "e" and replace as follows:

"a. 2024-2025 - Effective 2/1, 2025, each employee who was employed during the 2023-2024 school year and who remains employed by the School District as of September 1, 2024, shall have their hourly rate increased by

4.5% percent (~~4%~~). (NO RETRO)

b. 2025-2026 - Effective July 1, 2025, each employee shall receive an increase of 4.25 percent (~~4%~~) in their 2024-2025 hourly wage rate.

c. 2026-2027 - Effective July 1, 2026, each employee shall receive an increase of 4 percent (~~3~~) in their 2025-2126 hourly wage rate.

~~d. 2027-2028 - Effective July 1, 2027, each employee shall receive an increase of percent (~~0~~) in their 2026-2027 hourly wage rate.~~

e. Effective 7/1/25, amend Section 2 regarding longevities to add the following:

15 years \$.75 (total)

20 years \$1.00 (total)

f. Add a new provision that an aide or monitor may accumulate a total 265 days of sick leave. At the time of retirement in accordance with the Rules and Regulations of the NYSERS, upon to one hundred (100) accumulated days beyond 165 days used for ERS credit may will be paid to the employee at the reate of twenty dollars (\$20) for each day, not to exceed a maximum of two thousand dollars (\$2,000).

- Other than as set forth above ^{OR BELOW} there are no other increases to any wage or other compensation portion of the Agreement.

3. Article XII – Health Insurance – Amend as follows:

a. Amend Section 1 (h) - contribution by employees in the >51 to .74 category to decrease the contribution from 17% by the employee to 14% by the employee.

EFFECTIVE
7/1/25

b. Amend all references from Blue Shield to Highmark.

c. Delete 1(d) as HMO not provided.

d. Amend Section 3 to delete date referenced in the introduction to simplify and update.

4. Article I(1) (p. 1) – amend to clarify that the unit does not represent substitutes.

5. Article IX (3) (p. 13) – Amend to add a new (d) as proposed by Association

[check conformance with teacher contract].

6. Article VI (13) (p. 8) – Amend paid holidays to add Juneteenth if it occurs on a day school is closed.

7. Article X (1)(c) (p. 12) – Amend to add progression of sick days proposed by Association but capped at 10 total days.

8. Article X (2)(a), Bereavement Leave (p. 13) – Effective 7/1/25, amend to refer simply to bereavement leave and to merge the first two into one provision for five days of bereavement leave.

9. Article XIV (2) and (4) – Payroll Deductions (p.27) – Delete Agency Fee provision as overturned by Janus. Amend section 2 to change from 9 to 18 equal payments.


10. Article II, Duration (p. 1) – Amend for a new term of July 1, 2024 to June 30, 2027.

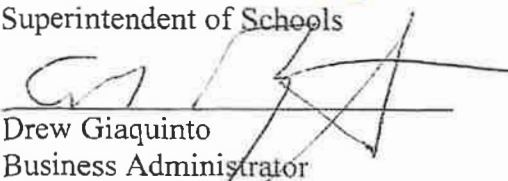
OVER →

11. General CBA Review – The parties should examine the current CBA with a view towards updating any language or dates that have become outmoded or no longer reflects what occurs and to incorporate as appropriate recent MOA's. All such changes are to be by mutual agreement.

DATED: 1/8, 2025

FOR THE SCHOOL DISTRICT:


Susan Swartz
Superintendent of Schools


Drew Giaquinto
Business Administrator

FOR THE ASSOCIATION:


~~Sarah Hoffman~~ CHAIRMAN DISTRICT
President WOOD

OFFICE Joyce Semerad
UP in charge
Bargaining Team Member OSTA, Aides
and Monitors


3 SOTA President

• Signing Bonus - ALL MEMBERS EMPLOYED AS OF THE DATE OF RATIFICATION WILL RECEIVE A SIGNING BONUS OF \$500, LESS WITHHOLDINGS, WITHIN ONE MONTH OF FINAL APPROVAL.

• Retention Bonus - ALL MEMBERS EMPLOYED AS OF THE DATE OF THIS MOTION WHO REMAIN CONTINUOUSLY EMPLOYED BY THE DISTRICT UNTIL 6/30/27 SHALL RECEIVE A RETENTION BONUS OF \$500, LESS WITHHOLDINGS, WITHIN ONE MONTH OF 6/30/27.

• Sick Leave Bonus - ADD A SICK LEAVE BONUS OF \$500 FOR ANY MEMBER WHO COMPLETED A FULL YEAR WITHOUT USING ANY SICK LEAVE (PRO-RATED BASED ON FTE), EFFECTIVE 7/1/25.