

Tentative Agreement Presentation to Active PDTA Membership

***Negotiations Team:** Dennise Zobel (VP for Negotiations)
Dwayne Cerbone, Kim Chesko, Paige Labarr, Lorinda
Spring, Jennifer Villareale, & Stephanie Warchol*

Agenda

- Introductions
- Process
- Contract as a “Package”
- Climate
- Goals
- Details of the Agreement

CAREER AWARD

STIPENDS

SALARIES

SUPPORTS

INSURANCE

CLASS SIZE

putting it all
TOGETHER

BENEFITS

WORKLOAD

Goals

- ▶ Maintain the unique strengths of our Contract while continuing to make positive and progressive growth
- ▶ Address interests shared by our members
- ▶ Remain focused on District and Association's shared Values
- ▶ Balance the District's interests with those of our members
- ▶ Allocate limited resources responsively, equitably and efficiently while respecting budgetary and staffing impacts

General Details for ALL sections Certificated/SRP/Aux.

- ▶ Contract Length = 4 years (July 2023 – June 2027)
- ▶ Competitive Salary increases for ALL members including new hires
Year 1 4.2% Year 2 4.0% Year 3 3.75% Year 4 4.0%
- ▶ Increase ALL starting salaries for new hires
- ▶ Anything that is not otherwise changed in this agreement remains unchanged
- ▶ Health Care Coverage and Contributions for ALL PDTA employees will remain at 10% for the first 3 years of the contract, in year 4 the contribution will increase to 12% ...but watch how we addressed it!

Step	2023-2024	2024-2025	2025-2026	2026-2027
1	\$48,111	\$49,073	\$50,055	\$51,556
2	\$49,073	\$50,055	\$51,056	\$52,577
3	\$50,055	\$51,056	\$52,077	\$53,618
4	\$51,056	\$52,077	\$53,118	\$54,681
5	\$52,077	\$53,118	\$54,181	\$55,765

Starting Salaries – Certificated Staff

2023-2024		Yrs. College/Training		
		<u>1</u>	<u>2</u>	<u>3</u>
Yrs. Experience	1	\$27.84	\$28.12	\$28.41
	2	\$28.18	\$28.47	\$28.75
	3	\$28.53	\$28.82	\$29.10
	4	\$28.87	\$29.16	\$29.45
	5	\$29.21	\$29.50	\$29.79

2024-2025		Yrs. College/Training		
		<u>1</u>	<u>2</u>	<u>3</u>
Yrs. Experience	1	\$28.39	\$28.68	\$28.98
	2	\$28.75	\$29.04	\$29.33
	3	\$29.10	\$29.39	\$29.68
	4	\$29.44	\$29.75	\$30.04
	5	\$29.80	\$30.09	\$30.39

2025-2026		Yrs. College/Training		
		<u>1</u>	<u>2</u>	<u>3</u>
Yrs. Experience	1	\$28.96	\$29.26	\$29.55
	2	\$29.32	\$29.62	\$29.92
	3	\$29.68	\$29.98	\$30.28
	4	\$30.03	\$30.34	\$30.64
	5	\$30.39	\$30.69	\$31.00

2026-2027		Yrs. College/Training		
		<u>1</u>	<u>2</u>	<u>3</u>
Yrs. Experience	1	\$29.93	\$30.23	\$30.54
	2	\$30.30	\$30.60	\$30.90
	3	\$30.67	\$30.97	\$31.27
	4	\$31.02	\$31.34	\$31.64
	5	\$31.39	\$31.69	\$32.01

Starting Salaries – School Nurses

2023-2024		Yrs. College/Training			
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
Yrs. Experience	1	\$15.34	\$15.63	\$15.92	\$16.21
	2	\$15.68	\$15.97	\$16.26	\$16.55
	3	\$16.02	\$16.31	\$16.60	\$16.89
	4	\$16.36	\$16.65	\$16.94	\$17.23
	5	\$16.70	\$16.99	\$17.28	\$17.57

2024-2025		Yrs. College/Training			
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
Yrs. Experience	1	\$15.91	\$16.20	\$16.49	\$16.78
	2	\$16.25	\$16.54	\$16.83	\$17.12
	3	\$16.59	\$16.88	\$17.17	\$17.46
	4	\$16.93	\$17.22	\$17.51	\$17.80
	5	\$17.27	\$17.56	\$17.85	\$18.14

2025-2026		Yrs. College/Training			
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
Yrs. Experience	1	\$16.35	\$16.64	\$16.93	\$17.22
	2	\$16.69	\$16.98	\$17.27	\$17.56
	3	\$17.03	\$17.32	\$17.61	\$17.90
	4	\$17.37	\$17.66	\$17.95	\$18.24
	5	\$17.71	\$18.00	\$18.29	\$18.58

2026-2027		Yrs. College/Training			
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
Yrs. Experience	1	\$17.14	\$17.43	\$17.72	\$18.01
	2	\$17.48	\$17.77	\$18.06	\$18.35
	3	\$17.82	\$18.11	\$18.40	\$18.69
	4	\$18.16	\$18.45	\$18.74	\$19.03
	5	\$18.50	\$18.79	\$19.08	\$19.37

Starting Salaries – ALL Paraprofessionals
EA, CSE, Supervisory and Undesignated

2023-2024

4	Career Internship Coordinator	\$55,966	\$83,245
	Performing Arts Coordinator		
3	Instructional Technology Specialist	\$42,310	\$55,813
2	AV Assistant	\$40,379	\$51,883
1	Career Center Coordinator	\$33,098	\$42,527
	TC Materials Specialist		

2024-2025

4	Career Internship Coordinator	\$57,085	\$84,910
	Performing Arts Coordinator		
3	Instructional Technology Specialist	\$43,156	\$56,930
2	AV Assistant	\$41,187	\$52,921
1	Career Center Coordinator	\$33,760	\$43,378
	TC Materials Specialist		

2025-2026

4	Career Internship Coordinator	\$58,227	\$86,608
	Performing Arts Coordinator		
3	Instructional Technology Specialist	\$44,019	\$58,068
2	AV Assistant	\$42,010	\$53,979
1	Career Center Coordinator	\$34,435	\$44,245
	TC Materials Specialist		

2026-2027

4	Career Internship Coordinator	\$59,892	\$88,840
	Performing Arts Coordinator		
3	Instructional Technology Specialist	\$45,399	\$59,730
2	AV Assistant	\$43,351	\$55,559
1	Career Center Coordinator	\$35,624	\$45,630
	TC Materials Specialist		

Starting Salaries - Auxiliary

Compensation for ALL Returning Members

	2023-24	2024-25	2025-26	2026-27
%	4.2%	4.0%	3.75%	4.0%
Then Added to Base Salary (Prorated for part-time)				\$750
Then Added to Base Salary (Prorated for part-time)				0.25% increase for every 0.5% the CPI-U (School District's tax cap calculation) is above the 4% CPI-U capped at 7%

CPI-U	4% Increase with CPI Adjustment
2.50%	4.0%
4.00%	4.0%
4.25%	4.0%
4.50%	4.25%
6.00%	5.0%

Examples of 4th Year
Consumer Price Index (CPI)
Adjustment

Additional Compensation Interests

Groups	2023-2027
Middle School Team Leader 4-5 person team *includes Learning Specialist 6-8 person team *includes Learning Specialist	\$4,155 Stipend \$5,400 Stipend
High School Online Coordinator	\$1,000 Stipend + \$550 per student up to 10 student max
Off-Schedule Extracurricular Clubs receive stipend in 2nd consecutive year and beyond	\$200 – 2nd year \$300 – 3rd year \$400 – 4th year \$500 – 5th year +
Career Award – ALL unit members	Increased \$10/day, \$100/year, & Maximum increased \$5,000
Nurse Standards Leader	\$12,540 Stipend

Additional Compensation Interests Cont'd

Groups	2023-2027
Standards Leaders	additional paid <i>optional</i> summer days with preapproval (includes time for relevant research)
Instructional Technology Teachers (ITTs)	2 additional paid <i>optional</i> summer days +more with preapproval (includes time for relevant research)
Professional Development Rate for Certificated Staff	Hours 1-12 required Hours 13-24 \$28/hr Hours 25+ \$25/hr
Professional Development Rate for Paraprofessionals, School Nurses, Tutors, & Auxiliary	Hours 1-12 \$20/hr Hours 13+ \$17.50/hr

Additional Compensation Interests Cont'd

Groups	2023-2027
IST Elementary Co-Chairs	Increase Stipend \$1,150
IST Secondary Co-Chairs	Increase Stipend \$900
IST Members (meeting outside the workday)	Stipend of \$900 or hourly rate of \$25/hr not to exceed \$900
Secondary IST Member	IST meetings shall be considered part of the member's Secondary Administrative Duty, not to exceed 3 periods per 6-day cycle
IST Clerical Support	Clerical Support shall be Provided to ALL Levels
IST	IST meetings/duties may not impede or supplant the member's daily lunch or planning periods

Additional Compensation Interests Cont'd

Groups	2023-2027
Coaching	<p>Re-Leveled Coaching Schedule over 4 Years of Contract – Following Joint Athletics Compensation Review Committee Recommendations (New Money ~\$252,000)</p>
Building Athletic Coordinators	<p>Increased Stipends to Align with Leveled Seasonal Coach Stipends High School → Level C/Season Middle School → Level E/Season</p>

Additional Compensation Interests Cont'd

Groups	2023-2027
K-3 teachers without contractual paraprofessional support	Additional \$15/hr
Paras subbing for certificated member	Additional \$18/hr
Paras subbing for certificated member without contractual paraprofessional support	Additional \$28/hr
Paras assigned to cover another paraprofessional role due to an unfilled absence	Additional \$10/hr
Paraprofessional Mentors	\$460 per mentee + additional required paid PD
Before/After School Activities Beyond Workday for Paraprofessionals	Higher rate: \$31.09/hr or hourly rate
Chaperone Rate for Paras & Aux	\$31.09/hr

Additional Compensation Interests Cont'd

Paraprofessionals with “Unique Responsibilities” will receive a stipend of \$250 per semester.

- ▶ CSE Assigned in District Based Programs
- ▶ CSE Assigned to student with BIP/IEP/504 identifying:
 - ▶ Toileting
 - ▶ Eloping
 - ▶ Significant Health Need Requiring Additional Training
 - ▶ Physical Aggression

Health Insurance

- ▶ ALL unit members maintain 10% contribution for first 3 years of the contract (2023-2026)
- ▶ Year 4 (2026-2027) of the contract ALL unit members contribute 12% to insurance
 - Year 4 (2026-2027) certificated staff and auxiliary staff add an additional \$750 to base salary
 - Year 4 (2026-2027) paras add an additional \$0.63/hr
 - Career Award Increase (starting in Year 1) to compensate for increased member costs in retirement.

Health Insurance Cont'd

- ▶ Secured coverage (same plan and cost sharing) for 3 years for spouse/domestic partner/dependent children of a deceased employee/retiree
- ▶ Secured option to request temporary suspension of insurance in retirement
- ▶ Secured cost saving options for spouse/domestic partner both employed by district in retirement. Each member entitled to a Single Payer plan not to exceed the cost of sponsor/family plan. Average of the cost sharing rates will be used in retirement if different.

Elementary K-3 Paraprofessional Support

- ▶ Grades K-1 6 hours/day
- ▶ Grade 2 3 hours/day *increase of 1 hour/day
- ▶ Grade 3 2.5 hours/day *increase of ½ hour/day

*Support is no Longer Based on Class Size

Elementary K-3 Paraprofessional Support Cont'd

Educational Assistants (EA) will be 6.5 hour positions beginning September 2023

*Members hired prior to July 1, 2023 at 6.0 hours, may apply for exemption from the addition of 30 minutes to their workday if prohibitive extenuating circumstances exist.

► **Supervisory Hours:**

- Grade K-2 EAs- will be assigned 0.5 hours of supervisory within their workday.
- Grade 3 EAs - will be assigned 1.5 hours of supervisory within their workday.
- Grade 2/3 split EAs - will be assigned 1 hour of supervisory within their workday.

► **EA Start and End Time:**

- Start and end time will be agreed to by the EA and Principal in September.

*This time will reflect the ***Principal's need*** and the ***EA's availability***.

- The ½ hour of time may be added to start time, end time, or split.
- Not all EA's will start and end at the same time, however once the time is established it should not change unless agreed upon by the Principal, the EA, and the Building Rep.

Elementary K-3 Paraprofessional Support Cont'd

► EA Supervisory Assignment:

- All EA's supervisory assignment will be set in September.
- To the extent feasible, EA supervisory duties will be assigned equitably.
- If a supervisory assignment needed to change within the school year, a discussion between the principal, EA and the building representative would occur prior to the change and, to the extent possible, two weeks notice will be provided.
- A shift in a supervisory duty would not trigger an additional rate.
- If the 0.5 hour supervisory is not needed the EA remains with their classroom teachers.

Elementary K-3 Paraprofessional Support Cont'd

► Possible Supervisory Assignments:

- Supervise in a Special Area Class in need of support.
- Supervise parent drop off or pick up within their 6.5 hour day.
- Supervise bus drop off or pick up within their 6.5 hour day.
- Supervise lunchroom. (Does not included cleaning of lunchroom.)
- Supervise outdoor / indoor recess.
- Provide EA support for teachers in need, whom do not have contractual EA support. (i.e. Special Areas, Grades 4 & 5)

Modified Roles

- ▶ Added: Behavior Specialist Standards Leader
- ▶ Added: Performing Arts Coordinator 1.0
- ▶ Increased: 2 SSTs at MS from 0.6 to 0.8
- ▶ Increased: 2 SSTs at HS from 0.8 to 1.0
- ▶ Increased: 2 part time Counselors at MS to 1.0
- ▶ Removed: AV Supervisor role which was eliminated 2 years ago
- ▶ Removed: Summer Prep Academy Director – program not running

Redefined Elementary Standards Roles

Elementary ELA/Reading	1.0
Elementary Math/Science	1.0
Elementary Social Studies/Generalist*	1.0

*increase of 0.5 FTE

Additional Items

- ▶ Compensation for Graduate Courses
- ▶ Tuition Reimbursement Process
- ▶ Unified Basketball and Unified Bowling added to Coaching Schedule]
Head Coach **Level F** Assistant Coach **Level G**
- ▶ Health and Reading Departments below 1.5 FTEs may choose to sit on ILT with a stipend of \$867
- ▶ Yearly Asynchronous PD is required for all curriculum writers
- ▶ Added Juneteenth as paid holiday for all unit members
- ▶ Established “Paraprofessional Undesignated” classification for those hired after August 15th
- ▶ Added “Consultant” to sections that addressed “Co-Taught” to align with District Initiative

Items Added

- ▶ Added clause that does not allow photos or videos to be used for the purpose of observation, evaluation, or compliance without consent for ALL unit members
- ▶ If it is necessary to assign students from the same District Based Class to the multiple elementary teachers of Science, Art, Music or PE, in the same department, the sections will be assigned:
 - Assigned more than 50% of class = 1 section (40 minutes)
 - Assigned 50% of class or less = half section (20 minutes)

Class Size / Work Load

- ▶ Class size for HS courses defined as “17” in 6-1 may increase to 24 when learning specialist present daily
- ▶ Protection of FTEs when HS sections collapse due to low enrollment after June 1st
- ▶ Credit bearing special class maximum of 15 when taught by TWO teachers and 6 when taught by ONE teacher
- ▶ Elementary Counselors Role by Removing Responsibilities of 504s and NYS Testing

MOAs Negotiated into Contract

- ▶ Member Overpayment – process to protect member when overpaid in error
- ▶ Compensation for Interview Committees outside the workday
- ▶ Military Compensation – no loss of income or benefits
- ▶ Online Blended Learning at HS – FTE of 0.2 = 3 traditional class periods or 3 virtual class periods per 6-day cycle
- ▶ Adjusted AV Assistant positions to 10 months + 20 days

MOAs that will Continue

- ▶ Paraprofessional Bus Supervision
- ▶ Teacher Workday Substitute

Next Steps in the Process

- ▶ Individual Building Meetings are scheduled for tomorrow (Tuesday). Reach out to your Building Rep [if you have not heard] for time and location.
Please read the summary document carefully so that you understand everything you are voting on.
- ▶ Ratification (VOTE –Thursday), you can vote in any building or by absentee process which has been outlined in emails. See your building rep if you have any questions
- ▶ Contract needs to go from summary doc to actual contract language and be approved by the NYSUT lawyers, signed and then distributed
- ▶ Offline items



Questions/Comments