

# Tentative Agreement Presentation to Active PDTA Membership

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# Agenda

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

# 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

CAREER AWARD

STIPENDS

SALARIES

SUPPORTS

INSURANCE

CLASS SIZE

putting it all  
**TOGETHER**

BENEFITS

WORKLOAD

# 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.<br>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.<br>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.<br>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.<br>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.<br>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.<br>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.<br>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.<br>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

Current Supervisory Paras earning less than the 2023-2024 Hiring Schedule for their years of service/college shall be increased to that rate PLUS the annual salary increase



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<br>Base Salary<br>(Prorated for part-time) |         |         |         | \$750   |
| Then Added to<br>Base Salary<br>(Prorated for part-time) |         |         |         | 0.25% increase for every 0.5% the<br>CPI-U (School District's tax cap<br>calculation) is above the 4%<br>CPI-U capped at 7% |

Current Supervisory Paras earning less than the 2023-2024 Hiring Schedule for their years of service/college shall be increased to that rate PLUS the annual salary increase

| CPI-U<br>Capped at 7% | 4% Increase +<br>CPI Adjustment |
|-----------------------|---------------------------------|
| 3.5%                  | 4.0%                            |
| 4.0%                  | 4.0%                            |
| 4.25%                 | 4.0%                            |
| 4.5%                  | 4.25%                           |
| 4.75%                 | 4.25%                           |
| 5%                    | 4.5%                            |

## Examples of 4<sup>th</sup> Year Consumer Price Index (CPI) Adjustment

# Additional Compensation Interests

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

# 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<br>Hours 13-24 \$28/hr<br>Hours 25+ \$25/hr  |
| Professional Development Rate for Paraprofessionals, School Nurses, Tutors, & Auxiliary | Hours 1-12 \$20/hr<br>Hours 13+ \$17.50/hr   |



# Additional Compensation Interests Cont'd

| Groups                                       | 2023-2027  |
|--|--|
| IST Elementary Co-Chairs                     | \$1,150 Stipend  |
| IST Secondary Co-Chairs                      | \$900 Stipend  |
| IST Members<br>(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 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 –<br/>Following Joint Athletics Compensation Review<br/>Committee Recommendations<br/>(New Money ~\$252,000)<br/>Differential between 2019-23 level and new level<br/>applied 25% annually<br/>See Slides 32-33 for new Levels;<br/>*Tables will be posted to pdta.org when finalized</p> |
| Building Athletic Coordinators | <p>Increased Stipends to Align with Leveled Seasonal<br/>Coach Stipends<br/>High School → Level C/Season<br/>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.

- ▶ Paraprofessionals 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) ALL Members add an additional \$750 to base salary
  - 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.

## ► **EA “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 “day” 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 Clarified
  - ▶ Tuition Reimbursement Process Clarified
  - ▶ Unified Basketball and Unified Bowling added to Coaching Schedule
- | Head Coach <b>Level F</b>  | Assistant Coach <b>Level G</b> |
|--|--------------------------------|
| ▶ Health and Reading Departments below 1.5 FTEs may choose to sit on ILT with a stipend of \$867           |                                |
| ▶ Yearly Asynchronous paid 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 15 <sup>th</sup> |                                |
| ▶ 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 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 1<sup>st</sup>
- ▶ Credit bearing special class maximum of 15 when taught by TWO teachers and 6 when taught by ONE teacher
- ▶ Elementary Counselors : Removed 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 and 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

**A**

Varsity Basketball Head

Varsity Football Head

Varsity Ice Hockey Head

Varsity Soccer Head

Varsity Swimming Head

Varsity Track Head (Outdoor)

Varsity Wrestling Head

Varsity Baseball Head

Varsity Cheer Head - Winter

Varsity Field Hockey Head

Varsity Lacrosse Head

Varsity Softball Head

Varsity Cross Country Head

**B**

Varsity Cheer Head - Fall

Varsity Volleyball Head

Varsity Gymnastics Head

Varsity Alpine Skiing Head

Varsity Nordic Skiing Head

Varsity Track Head (Indoor)

Varsity Golf Head

Varsity Diving

Varsity Tennis Head

**C**

Varsity Basketball Assistant

Varsity Football Assistant

Varsity Ice Hockey Assistant

Varsity Soccer Assistant

Varsity Swimming Assistant

Varsity Track Assistant (Outdoor)

Varsity Wrestling Assistant

Varsity Baseball Assistant

Varsity Cheer Assistant - Winter

Varsity Field Hockey Assistant

Varsity Lacrosse Assistant

Varsity Softball Assistant

Varsity Volleyball Assistant

Varsity Cross Country Assistant

JV Basketball Head

**C**

JV Football Head

JV Ice Hockey Head

JV Soccer Head

JV Swimming Head

JV Track Head (Outdoor)

JV Wrestling Head

JV Baseball Head

JV Cheer Head - Winter

JV Field Hockey Head

JV Lacrosse Head

JV Softball Head

JV Volleyball Head

JV Cross Country Head

JV Tennis Head

**D**

Varsity Cheer Assistant- Fall

Varsity Gymnastics Assistant

Varsity Alpine Skiing Assistant

Varsity Nordic Skiing Assistant

Varsity Track Assistant (Indoor)

JV Football Assistant

JV Ice Hockey Assistant

JV Lacrosse Assistant

JV Cross Country Assistant

JV Cheer Head - Fall

JV Gymnastics Head

**D**

JV Swimming Assistant

JV Alpine Skiing Head

JV Alpine Skiing Head

JV Track Head (Indoor)

JV Golf Head

Modified A Football Head

Modified A Basketball Head

Modified A Cheer Head

**E**

JV Track Assistant (Indoor)

Modified B Football Head

Modified B Basketball Head

Modified B Soccer Head

Modified B Swimming Head

Modified B Track Head (Outdoor)

Modified B Wrestling Head

Modified B Baseball Head

Modified B Cheer Head - Winter

Modified B Field Hockey Head

Modified B Lacrosse Head

Modified B Softball Head

Modified B Volleyball Head

Modified B Cross Country Head

**F**

JV Cheer Assistant - Winter

JV Cheer Assistant - Fall

Unified Bowling Head

Unified Basketball Head

Modified B Cross Country Assistant

Modified B Cheer Head - Fall

Modified B Gymnastics Head

Modified B Skiing Head (Alpine/Nordic)

Modified B Track Head (Indoor)

Modified A Football Assistant

**G**

Modified B Football Assistant

Unified Bowling Assistant

Unified Basketball Assistant