

PDTA Contract Changes at a Glance *See PowerPoint on PDTA website for more details.

- Four Year Contract 2023-2027
- Increased starting salaries for ALL new hires
- **Increased salaries** for ALL returning unit members:
 - Year 1 → 4.2%
 - Year 2 → 4.0%
 - Year 3 → 3.75%
 - Year 4 → 4.0%
- Year 4 an additional \$750 will be added to base salary (prorated for part-time) for all returning unit members
- Current Supervisory Paraprofessionals 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.
- Year 4 = 4% base increase plus 0.25% percent for every 0.5% percentage that the CPI-U (Consumer Price Index), which is used for the School District's tax cap calculation, is above the 4% - capped at CPI-U of 7%
- Compensation for Graduate Courses Clarified
- Equity established in **Coaching Schedule** over 4 years of contract, following recommendations of joint Athletics Compensation Review Committee
- **Unified Basketball and Unified Bowling** added to Coaching Schedule:
 - Level F - Head Coach
 - Level G - Assistant Coach
- Added **Behavior Specialist Standards** Leader position
- Increased **Nurse Standards Leader** Stipend
- Increased **Elementary Standards Leader** positions:
 - 0.5 Elementary Social Studies Standards **added** 0.5 Generalist to make 1.0
 - 0.5 Elementary Mathematics combined with 0.5 Science to make 1.0
- Standards Leaders with prior approval from ASI may submit for additional paid summer workdays
- **ITTs** (Instructional Technology Teacher) will be given 2 paid summer workdays and with prior approval from Director of Technology may submit for additional paid summer workdays
- Health and Reading departments below 1.5 FTEs may choose to sit on ILT with a stipend of \$867
- **Middle School Team Leader** Stipends redefined for 4-5 and 6-8 person teams and include learning specialists
- Summer Prep Academy Director - removed
- **High School Online Coordinator** stipend \$1000 + \$550 per student (10 student max)
- Increased BAC stipends to align with leveled seasonal coach stipends - MS **Level E** and HS **Level C**
- **IST Teams**
 - members meeting outside workday receive \$900 stipend **or** an hourly rate of \$25/hr not to exceed \$900
 - increased stipend for IST elementary chairperson \$1,150
 - increased stipend for IST secondary co-chair \$900
 - clerical support shall be provided to IST teams at ALL levels
 - IST meetings shall be considered Administrative Duty at secondary level, not to exceed 3 periods per 6-day cycle
- Added stipend schedule for Approved/Unpaid Clubs starting in their 2nd consecutive year
- **Career Awards** for teachers, paraprofessionals, and auxiliary increased
 - \$10/day, \$100/year, and the maximums will increase by \$5,000
- Yearly asynchronous PD is required for all curriculum writers
- Clarified process for Tuition Reimbursement
- **Increased PD Rate** for ALL
 - Certificated Staff: after 12 required hours will receive: \$28/hr for hours 13-24 and \$25/hr for hours 25+
 - Paraprofessionals & Auxiliary will receive: \$20/hr for hours 1-12 and \$17.50/hr for hours 13+
- **Insurance:**
 - Starting in Year 4 all employees will pay 12% of the premium for Blue Point II Value
 - Coverage for 3 years for spouse/domestic partner/dependent children of a deceased employee/retiree
 - Request for temporary suspension of insurance in retirement allowed
 - Cost saving options for spouse/domestic partner both employed by the district in retirement

- **K-3 Paraprofessional Support** *No Longer Based on Class Size
 - Grades K-1 6 hours/day
 - Grade 2 3 hours/day
 - Grade 3 2.5 hours/day
- **K-3 Educational Assistants (EA)** will be **6.5 hour** positions beginning September 23
 - 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.
- **Additional Compensation for:**
 - K-3 Teacher when paraprofessional support not provided will receive an additional \$15/hr
 - Paraprofessional when subbing for teacher will receive an additional \$18/hr
 - EA K-3 paraprofessionals when subbing for teacher and paraprofessional support not provided will receive an additional \$28/hr
 - Paraprofessional pulled from their assignment for an unfilled paraprofessional absence will receive an additional \$10/hr
- Added **Consultant** to sections with Co-Taught to align with District initiative
- Class size for HS courses defined as “17” in 6-1 may increase to 24 when Learning Specialist is 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
- 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
- Gen Ed EAs workday to be 6.5 hours, time in excess of classroom support scheduled as supervisory.
*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.
- **Paraprofessional Mentors** will replace Advisors with additional paid PD and stipend of \$460 per mentee
- **Paraprofessionals with unique responsibilities** will receive an additional stipend of \$250 per semester
 - CSE Assigned to District Based Programs
 - CSE Assigned to student with BIP/IEP/504 identifying toileting, eloping, significant health need requiring additional training, and/or physical aggression
- Increased 1:1 before/after school paraprofessional supervision rate
- Paraprofessionals and Auxiliary unit members are eligible for Chaperone Rate
- Juneteenth included for ALL unit members as a paid holiday
- Established “paraprofessional undesignated” classification for those hired after August 15th
- Added **Performing Arts Coordinator** position to Auxiliary unit and eliminated position titles that no longer exist
- If it is necessary to assign students from the same District Based Class (DBC) to the multiple elementary teachers in the same department (Science, Art, Music or PE) the sections/minutes will be:
 - Assigned greater than 50% of a class = 1 section (40 min)
 - Assigned 50% or less of a class = ½ section (20 min)

Additionally Agreed to Items:

- Increased two SSTs at Middle School from 0.6 to 0.8 and at High School from 0.8 to 1.0
- Increased two part time counselors at Middle School to 1.0
- Removed responsibilities of 504s and NYS testing from Elementary Counselors

Current MOAs Negotiated into Contract:

- Member Overpayment – Collaborative process to protect member when overpaid in error
- Compensation for Interview Committees outside the workday
- Military Compensation – No Loss of Income or Benefits
- Online and Blended Learning at HS FTE of 0.2= 3 traditional class periods/3 virtual class periods per 6-day cycle
- Adjusted AV assistant positions to 10 month + 20 days

Continued as MOAs: Paraprofessional Bus Supervision & Teacher Workday Substitute