

Teaching Assistant/Teacher Aide MOA Changes 2025-2028

Professional Improvement to remove tuition reimbursement from under the subcommittee and revise as follows:

“Partial tuition reimbursement for pre-approved college level courses shall be made available to unit members at the SUNY rate, up to the amount budgeted by the BOCES Board. A unit member will become eligible for tuition reimbursement after having completed one two years of service and must agree to continued service for two years following receipt of reimbursement

Insurance/Employer/Employee Premium Contributions (Retired Employees) to read as follows:

“Any employee meeting the retirement requirements pursuant to the applicable New York State Retirement System will have his/her health insurance coverage continued provided the employee has no less than ten (10) years’ service at BOCES at the time of retirement. Members who are involuntarily laid off or reduced due to a reduction in force shall have years of service worked prior to being laid off/reduced counted towards years of service for eligibility for retirement benefits, unless the Association member refuses recall and reinstatement from a preferred eligibility list to a full-time position or resigns from the BOCES while on the preferred eligibility list.”

Crisis Team

Change the hour rate from \$1.50 to \$2.50 per hour, to \$2.75 per hour effective July 1, 2026, and \$3 per hour effective July 1, 2027.

Child Rearing Leave,

(p. 54) (and each similar provision of the TA/Aide and Service Unit Agreements) to add the following new language: “As an exception to the sixty day requirement, in the case of adoption or foster care placements, the member shall notify the District Superintendent as soon as possible upon the member’s notification of when such leave will be needed and requested.”

Compensation – Amend the relevant compensation sections of each agreement to provide the following:

Effective July 1, 2025, the salary schedule shall be increased by \$2.75
Effective July 1, 2026, the salary schedule shall be increased by 2.25%
Effective July 1, 2027, the salary schedule shall be increased by 2%

Health Insurance – Amend the relevant health insurance sections of each agreement to provide the following:

-Effective **July 1, 2026**, co-pays shall be modified for the following:

Inpatient	\$150
ER	\$150
Office Visit (primary)	\$25
Office Visit (specialty)	\$30
Urgent Care	\$40

The prescription co-pays shall be \$10 for generic drugs, \$30 for preferred name brand drugs, and \$50 for non-preferred name brand drugs;

-Effective **July 1, 2027**, the employee contribution towards health and pharmacy insurance shall be 22%.