

2025-28 TEACHER UNIT MOA Changes

CORPORAL PUNISHMENT - SELF DEFENSE:

Members of the Bargaining Unit may not use any act of physical force upon a pupil for the purpose of punishing a pupil. This does not preclude the use of reasonable physical force for any of the following purposes:

1. to protect oneself from physical injury;
2. to protect another pupil or teacher or any other person from physical injury;
- ~~3. to protect property of BOCES or of others; or~~
3. to restrain or remove a pupil whose behavior is interfering with the orderly exercise and performance of BOCES functions, powers or duties, if that pupil has refused to comply with a request to refrain from further disruptive acts; provided that alternative procedures and methods not involving the use of physical force cannot reasonably be employed to achieve the purposes set forth in one (1) through three ~~four (4)~~ (3) above.

BOCES shall provide guidelines and instruction to further explain the appropriate use of reasonable physical force and to define alternative procedures and methods

Teaching Conditions/Teaching Day

Teachers assigned outside the Albany or Schoharie Career and Technical Centers shall work on the days and hours scheduled by the component school districts where they are assigned. The teacher workday at the Albany and Schoharie Career and Technical Centers shall be 6.0 hours per day with the starting time to commence no earlier than 7:30 a.m. and ending time no later than 2:30 p.m. at each individual location ~~8:00 a.m. to 2:00 p.m.~~ inclusive of the duty time specified above. Teachers shall be advised of the start and end times of each location by the conclusion of the preceding school year. A duty-free lunch period of a standard length of not less than thirty-six (36) minutes shall be provided to all unit members at these Centers ~~between the hours of 8:00 am to 2:00 pm.~~ Mileage, at the IRS rate, will be paid to such teachers from the BOCES central location (currently 900 Watervliet-Shaker Road, Albany) to the first location of assignment and for travel between sites.

Graduate Hour Credit, Special Education Teachers

\$42.42 per approved graduate credit hour beyond column requirement in blocks of three up to sixty hours. Effective July 1, 2013, this rate shall be increased according to the schedule in the section below.

Flexible Spending Account

(and each similar provision of the TA/Aide and Service Unit Agreements) to remove the carry-over cap and replace with “the maximum amount permitted under applicable

End of School Year (CTE)

Checkout day (the end of the work year) for Career and Technical Education teachers shall be the Wednesday following the last day of required student attendance. Effective July 1, 2025, this shall be extended by two (2) days. Effective July 1, 2026, this shall be extended by an additional two (2) days. Effective July 1, 2027, the CTE work year shall be extended to align with the work year of Special Education Teachers. For Special Education Teachers, the work year will end according to the practices in the component school in which the teacher’s class is located. In no case shall the work year for CTE or Special Education Teachers exceed 185 days.

Compensation

For the 2025-2026 year, increase Step 24 on Columns III and IV by \$1,000. Then increase the salary schedules for all Columns by 1.

Effective July 1, 2026, the salary schedule shall be increased by 2%

Effective July 1, 2027, the salary schedule shall be increased by 2%

New salary schedules for the three years are attached.

Adult Ed/Continuing Ed

The hourly rates for Adult/Continuing Education Teachers covered by Article VII (K) (M), (N) and (P) shall be increased by 4% on July 1, 2025, July 1, 2026 and July 1, 2027. For Adult Education Teachers covered by Article VII(O), salary levels shall be increased by 4% on each July 1, 2025, July 1, 2026 and July 1, 2027. Advancement to the next level shall continue to be dependent upon adult education teachers teaching the required number of class hours.

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%

Stipends

Also, effective July 1, 2025, increase the Skills stipend to \$3200 for the Lead Advisor and \$1,600 for Advisor, and the UDO to \$400 per person supervised.

Open Houses – Add a new section “c” as follows:

Open Houses – Teachers are required to attend open houses as part of their professional obligations. All teachers shall attend open houses for families/students of enrolled students without compensation. CTE teachers are required to also attend an open house for recruitment purposes in the second semester and shall be compensated for (2) hours of pay at the teacher’s per diem rate of pay upon submission of a voucher for such payment for attending this second semester open house. CTE teachers who do not attend the fall open house shall not be entitled to payment for the spring open house.