

FINAL 10-08-2025

AGREEMENT

Between

ALBANY-SCHOHARIE-SCHENECTADY-SARATOGA
BOARD OF COOPERATIVE EDUCATIONAL SERVICES

and the

PROGRAM ASSOCIATES ORGANIZATION

July 1, 2025 - June 30, 2028

PROGRAM ASSOCIATES ORGANIZATION

MISSION STATEMENT

MISSION

The purpose of the Capital Region BOCES is to respond to the needs of the students of our school districts with shared educational programs, services and support. Through partnerships with our districts, we can achieve a level of quality, efficiency and effectiveness that would not be possible alone.

VISION

To develop and maintain strong, active and dependable partnerships with each of our school districts by assisting and supporting their leaders, their staffs and most importantly their students.

VALUES

Values are strongly held beliefs about the work that we do at BOCES. It is expected that everyone working at BOCES commit to these values and incorporate them into their everyday work.

- Students first
- High expectations and standards
- Customer-driven quality services
- Value and respect every student, customer and employee
- Global and creative thinking
- Honest, Integrity, Pride
- Teamwork
- Commitment to professional development for all employees
- Open communication
- A quality, supportive learning and work environment

COMMITMENTS

SERVICE

- We provide quality service to each of our component districts and stakeholders, establishing us as a trusted partner in public education and workforce development.

VALUE

- We create value as program and service partners, throughout all of our interactions and relationships.

EXCELLENCE

- We strive for excellence in every aspect of our work.

IMPROVEMENT

- We are the best at getting better. We anticipate and respond to stakeholder needs.

LEADERSHIP

- We are viewed as leaders in our work, applying thoughtfulness and innovation to new program and service development.

The Mission Statement has been adopted by the Board of Cooperative Educational Services and is subject to change in the future by the Board.

PROFESSIONAL RESPONSIBILITY

The Program Associates Organization recognizes the diversity of the services provided through the positions represented by the membership. There is also recognition that many of those services require professional responsibility as well as flexibility and creativity on the part of the membership. It is not the intent of this document to hinder the flexibility and creativity necessary to do a responsible and quality job.

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THIS AGREEMENT is made and entered into by and between the District Superintendent of the Board of Cooperative Educational Services of Albany-Schoharie-Schenectady- Saratoga Counties, New York (BOCES) and the Program Associates Organization (Organization).

RECOGNITION

The Organization is hereby recognized as the exclusive bargaining agent for a bargaining unit consisting of BOCES employees in titles designated by the Administration and approved by the Board as Executive Principal, Principal, Supervisor, Associate Director, Assistant Director, Program Manager, Coordinator, Dean of Students, Transition Counselor, Specialist and Intern, and other titles on levels 1-9.

Excluded from the bargaining unit are the positions of Treasurer, Deputy Treasurer, School Business Administrator, School Attorney, Chief Actuary, Supervisor-Business Office, Secretary to the District Superintendent, Superintendent of Buildings and Grounds, Regional Certification Officer, Personnel Technician, confidential employees and all other employees not recognized above.

ARTICLE I - SAVINGS CLAUSE

In the event that any portion of this Agreement is determined to be in violation of law, the parties shall commence negotiations upon written notification of either party to alter said sections in such a manner deemed consistent with law.

ARTICLE II - NEGOTIATION PROCEDURES

- A. In the final year of the Agreement, the Organization will notify the BOCES of the date that it wishes to meet for the initial exchange of proposals, which notification shall be at least three (3) weeks in advance of the date selected.
- B. On or before January 15, of the final year of the Agreement, the negotiating teams shall meet for the purpose of exchanging proposals, each of which shall be presented in ten (10) copies.
- C. Both sides agree to make available to each other for inspection, any public records in their possession.

ARTICLE III - ORGANIZATION RIGHTS

A. BOARD POLICY CONSISTENT WITH AGREEMENT

No Board policies or rules shall be inconsistent with this Agreement.

B. NOTIFICATION OF NEW EMPLOYEES

The Organization President or designee shall receive notification of the name, address, salary and work assignment of all newly hired employees covered by the bargaining unit. In accordance with applicable law, such notification shall be within thirty (30) days of the new employee being hired. In accordance with applicable law, BOCES shall provide the Organization with a reasonable time during the work day to meet with the new employee.

C. USE OF FACILITIES

The Organization shall have the right to use the following BOCES equipment and facilities at no additional cost to BOCES:

Computer equipment and meeting rooms
Audio visual equipment
Food service area

Duplicating and copying equipment provided that the Organization use access codes furnished by BOCES which are assigned to the Organization and suitable for use at BOCES facilities.

A request for the use of the food service area or other rooms shall be made five (5) days in advance and requests for use of the equipment specified above shall be made in advance. All requests shall be made in writing on forms provided for that purpose. The Organization's right to use equipment does not include equipment which is limited to "student use only" by any federally funded grant. Such usage shall not interfere with the regular school program or conflict with usage already granted to other parties and must be scheduled through the appropriate administrator.

D. MAILBOX FOR ORGANIZATION

The Organization shall be assigned a mailbox at a location within a BOCES facility that is mutually agreed upon by the District Superintendent and the Organization President.

E. DUES DEDUCTION

1. The BOCES agrees to deduct from the salaries of members of the Bargaining Unit, the amount of membership dues as set by the Organization when such deduction is authorized

in writing by individuals eligible for such membership. The Organization shall notify the District Superintendent of the current rate of its dues by September 1.

2. Dues deduction shall be made in equal installments beginning with the second payroll of the academic year.
3. The BOCES agrees to electronically transfer to an account held by the Organization and as designated by the Organization in writing to the BOCES the total sum deducted to the Organization within five (5) working days following each payroll date. All transmissions shall be accompanied by a list of those persons for whom deductions have been made. The final transmittal list shall state the amount of accumulated deduction for each person.

4. Payroll-Deduction Authorization

Social Security Number

| Last Name | First Name | Middle |
|-----------|------------|--------|
|-----------|------------|--------|

TO: The Board of Cooperative Educational
Services FOR: Program Associates Organization

I hereby authorize you, according to arrangements agreed upon with the Organization, to deduct from my salary and transmit to said Organization, dues as certified by said Organization from the organization listed below. I hereby waive all right and claim to said monies so deducted and transmitted in accordance with this authorization and relieve the BOCES and all its officers from any liability therefore. I revoke any and all instruments heretofore made by me for such purposes. This authority shall remain in full force and effect for all purposes while I am employed in this BOCES, or until revoked by me in writing.

Member Signature

Date:

\$_____ Albany-Schoharie-Schenectady-Saratoga BOCES Program
Associates Organization

F. SEPARATE AGREEMENTS

On and after the date of this Agreement, any agreement between the BOCES Board and any individual members of the Bargaining Unit regarding the terms and conditions of their employment shall be expressly subject to this Agreement.

ARTICLE IV - PERFORMANCE REVIEW

A. PURPOSE OF THE PROCESS

This process provides a system within which supervisors and employees participate in a dialogue which includes a yearly review of the employee's job description; the development of mutually agreed upon performance standards; periodic review of performance and employee participation in organizational decision making. This process is designed to encourage an organizational atmosphere of cooperation which promotes both supervisor and employee professional improvement and job satisfaction through the identification of strengths and weaknesses as a means of enhancing job performance through planning and individual development.

This process actively encourages each individual to assume higher levels of responsibility consistent with potential, skills, abilities and career interest.

Members subject to APPR will be evaluated in accordance with the APPR plan approved by the New York State Education Department. Members subject to APPR will not be evaluated under the PAO performance review process set forth herein.

Performance reviews will be administered electronically. The performance review forms used will contain the same the components of the form contained in Appendix A of this Agreement. The electronic platform will not be changed without input from, and discussion with, the Association. The final, year-end summary, electronically acknowledged by the employee, and his or her supervisor, will be transferred to the employee's personnel file held by the BOCES Human Resources department where it will represent the employee's final performance review for that year.

B. PROCEDURES AND TIMELINES

Procedures and timelines for implementing the Performance Review Process are outlined below.

July/August Supervisor and employee review the applicability of the current job description.

Supervisor and employee cooperatively determine quality and developmental goals.

Documentation is made available to the Division Director as necessary.

September/May Supervisor and employee participate in "coaching" sessions during which the employee's performance is reviewed in relation to organizational values and the job description.

If necessary, a plan for improvement is developed and agreed upon. Standards may be modified as part of this plan. The plan serves as a guide for discussion at the next scheduled review. A mid-year review should be held to review progress and any modifications as necessary and appropriate.

The Performance Review Process Form (Appendix A) or facsimile, is used to document the results of coaching sessions and should include evidence of accomplishments and strengths, as well as areas needing improvement, plans for improvement and any modifications to the standards.

June The final review and coaching session represents an opportunity to sum up accomplishments and shortcomings and provides the basis for adjustments to job responsibilities, performance standards, and plans for performance improvements in the following year.

C. APPEALS

If an employee is dissatisfied with the outcome of any performance review, she/he may elect to appeal the review by following the procedure outlined below.

1. Employee submits an appeal in writing to her/his supervisor not later than five (5) working days after the performance review session has taken place. The appeal must outline specific areas of concern and relevant documentation should be included where possible.
2. Upon receipt of the appeal, the supervisor must schedule a meeting with the employee within three (3) working days. The meeting shall occur as soon as possible at a mutually agreed upon time to discuss areas of concern. The meeting's outcome shall be recorded in writing including:
 - a) Identification of concerns or problems.
 - b) Acceptable options identified by supervisor and/or employee.
 - c) Supervisor's written recommendations.
3. If the employee does not accept the results of this meeting as a resolution of concerns, she/he may appeal in writing to the Division Director within three (3) working days

following the meeting with the supervisor. If the immediate supervisor is a Division Director, proceed to Sub Section 4 immediately.

The Division Director shall schedule a meeting with both parties as soon as possible. The Division Director shall document the results of the meeting in accordance with the procedures outlined in Sub Section 2.

4. If the Division Director's adjudication is unacceptable to the employee, a written appeal may be submitted to the District Superintendent. Following the procedures outlined in Sub Section 3, the adjudication of the District Superintendent is binding on all parties.
5. Copies of all written documentation in an appeal will be filed in the employee's personnel file.

ARTICLE V - EMPLOYEE RIGHTS AND PROTECTION

A. FREEDOM OF ASSOCIATION

No employee shall be subject to censure, reproof, discrimination, or any disciplinary action by the BOCES or the Administration or lose any rights or privileges because of membership in the Organization.

B. NOTICE OF VACANCIES

A vacancy is defined as any position, excluding short-term, which requires new or additional personnel. The President of the Organization will receive Notices of Vacancies through electronic mail. Notice of Vacancy shall be posted on the intranet. No vacancy shall be filled before seven (7) calendar days after such formal notification.

Capital Region BOCES may temporarily assign duties exclusive to Civil Service Titles Senior Network and Systems Technician (BOCES), Network and Systems Technicians (BOCES) and Help Desk Technician (BOCES) to temporary employment agencies only under the following conditions:

- A. 90 Day Temporary Employment
 - i. Vacant Positions cannot be immediately filled through appointment through the Albany County Civil Service, in which case no temporary employee shall be utilized by the BOCES for more than 90 calendar days.
 - ii. The BOCES shall post all vacancies within the PAO unit with written notice to PAO if it is determined that a temporary placement is necessary and explaining the reason, therefore.
 - iii. The BOCES shall provide written notice to PAO upon the hiring of an employee from a temporary employment agency, including name and date of placement.
- B. 1-year Special Need/Project Employment

- i. BOCES identifies a short-term need/project either within the BOCES or for school districts which requires a temporary use of specialized staff that, if filled by direct hires, would result in likely layoffs upon completion of the short-term need/project, in which case no temporary employee shall be utilized by the BOCES for more than 12 calendar months.
 - a. The BOCES shall provide status updates on the projects after six (6) months and (9) months.
 - b. At the nine (9) month point, if BOCES determines that the project will exceed one year duration, BOCES must obtain the consent of PAO.
 - ii. The BOCES shall provide written notice to PAO explaining the special needs/projects requested and subsequent meeting with PAO, if requested, during which the BOCES will discuss why the temporary hire(s) are needed.
- C. BOCES, after consultation with PAO, determines that no current BOCES employee has the required skill or knowledge to perform the required work.
- D. The BOCES shall waive, release and forbear in any administrative, i.e., PERB, or judicial proceeding that use of temporary employees pursuant to this subparagraph to perform exclusive bargaining unit work affects or otherwise impairs the exclusivity of such work to PAO. Nor shall BOCES raise such claim as an affirmative defense. Nothing in this subparagraph shall be deemed to waive or otherwise impair the BOCE's ability to subcontract work that is not exclusive to the PAO bargaining unit.
- E. Whenever a new position is posted, BOCES shall send a written notice to PAO indicating the posted position and the bargaining unit to which the title will be assigned

C. PAYROLL INFORMATION

On or before August 1, each Bargaining Unit member shall be provided with a written statement which will include position, level, salary, accumulated short term leave, accumulated vacation entitlement, and insurance that he/she possesses. Such statement may be provided electronically.

D. PAYROLL DEDUCTIONS

Upon written authorization by the Bargaining Unit member, the BOCES will make payroll deductions for tax sheltered annuity plans (i.e. Section 403b and 457 plans) that conform to the tax shelter laws and regulations contained in the Internal Revenue Code and the Education Law.

All active employees may contribute to both Internal Revenue Code Section 403(b) and Internal Revenue Code Section 457 accounts. The BOCES will adopt a plan document required as per IRS regulations for all 457 accounts.

E. BI-WEEKLY PAY PERIODS

Members of the Bargaining Unit, who work a twelve-month schedule, will be paid on a bi-weekly basis (such practice having been initiated on or about July 1, 1976). Choices of payroll schedules for the members of the bargaining unit must be submitted in advance to the Business Office.

F. POSITION DESCRIPTION

Each position included in this Bargaining Unit will have a position description. For certificated PAO positions the position description shall be created and shared with the union. Description will be given to the employee when initially hired and incumbent will be notified whenever the position description is revised by BOCES.

G. DISMISSAL

1. Any dismissal action taken which affects a member of this Bargaining Unit will be made in accordance with the provisions pursuant to Civil Service or Education Law as applicable to the employee.
2. With respect to a layoff, Albany County Civil Service and State Education laws and regulations will be followed.

H. PERSONNEL FILES

The official personnel file for each member of the Bargaining Unit shall be maintained in the Human Services Office. The member of the Bargaining Unit, or a representative authorized in writing by said member, shall have the right to review, make copies and/or reply in writing for filing any material which is part of this file. Confidential letters of reference and/or college placement material shall not be available to the member of the Bargaining Unit or the representative.

I. NOTICE OF CRITICAL MATTER PLACED IN FILE

No material critical of the conduct of duties and responsibilities for which a member of the Bargaining Unit was employed will be placed in the above personnel file without written notification, including a copy of the material, to the member of the Bargaining Unit. The District Superintendent will review any such material upon the request of the member of the Bargaining Unit.

J. GRIEVANCE PROCEDURE

1. It is the policy of the parties that all grievances should be resolved informally at the earliest stage of this grievance procedure. In the event a determination is not timely made at one step, the grievant may initiate the appeal to the next step. Timely compliance with the grievance timelines by the grievant or Organization is a condition precedent to moving to the next step, including arbitration. A grievant may be represented by an Association Representative at any stage of the process.

2. Definitions:

a. "Grievance" is defined as a claim by an employee, group of employees, or the Organization of a violation of a term or provision of this Agreement but shall not include disciplinary matters.

b. "Day" is a calendar day.

3. Time Limit: A grievance must be commenced within thirty (30) days of when the Organization member knew or should have known of the alleged violation of the agreement. Any grievance not filed within this time period, or moved forward within the time limits below, is waived.

4. Process:

a. Step 1: The grievance shall be submitted to the employee's Immediate Supervisor in writing, setting forth the identity of the aggrieved party(ies), provision(s) of the collective bargaining agreement allegedly violated, the facts and circumstances underlying the grievance, and the remedy sought. The supervisor may meet with the grievant and Organization Representative to discuss the grievance. The Supervisor shall issue a decision in writing within ten (10) days of receipt of the grievance, or if a meeting is held, within ten (10) days of the meeting to discuss the grievance.

b. Step 2: If the grievant or Organization are not satisfied with the determination of the Supervisor, the grievant or Organization may appeal to the District Superintendent by submitting a written request to the District Superintendent. The grievant or Organization shall attach all materials related to the grievance and a written explanation of why the grievant or organization is not satisfied with the determination of the Supervisor. The District Superintendent may schedule a meeting with the grievant and Organization. The District Superintendent shall issue a decision in writing within ten (10) days of receipt of the grievance, or if a meeting is held, within ten (10) days of the meeting to discuss the grievance.

c. Step 3: If the Organization is not satisfied with the written decision by the District Superintendent, the Organization shall, within fifteen (15) days of the receipt of said decision, submit the matter to arbitration by mailing a notice to the District Superintendent. The parties will select an arbitrator from the following list of arbitrators: Jeffrey Selchick, Tim Taylor, Jeff Hartnett, Anthony Brock, and Ira Lobel.

i. The arbitrator will commence hearings as soon as possible after the designation.

ii. The decision of the arbitrator will be binding upon all parties, subject to appeal in accordance with applicable law.

iii. The cost of the arbitration will be borne equally by the Organization and the School District.

iv. The arbitrator shall not have the power to alter, amend or modify the provisions of the Agreement.

K. NOTICE OF RETIREMENT

PAO's shall submit notice of retirement 90 days in advance of the cessation of employment. This letter will be binding and presented to the BOCES Board for action.

If mutually agreed upon, this action could be rescinded upon approval of the District Superintendent and appropriate Board action.

ARTICLE VI - WORKING CONDITIONS

A. VACATION

1. Vacation shall be earned at the rate of 1.67 days per month up to 20 days per year, plus additional days for service to BOCES in any job, in accordance with the following schedule. Although earned on a monthly basis, all additional days' compensation will be posted on July 1, not the anniversary date of the employee or at the initial date of employment on a prorated basis if an employee is hired mid-year. In the event an employee is separated from service prior to the end of a fiscal year and that employee has used more vacation leave than earned, it shall be repaid by the employee and may be deducted from any final pay.
 - a) After completion of 5 years (and continuing through 10 years) of employment-1 additional day will be awarded for a total of 21 days per year.
 - b) After completion of 10 years (and continuing through 15 years) of employment-2 additional days will be awarded for a total of 22 days per year.
 - c) After completion of 15 years (and continuing through 20 years) of employment-3 additional days will be awarded for a total of 23 days per year.
 - d) After completion of 20 years (and continuing through 25 years) of employment-4 additional days will be awarded for a total of 24 days per year.
 - e) After completion of 25 years (and continuing thereafter) of employment-5 additional days will be awarded for a total of 25 days per year.
2. Vacation begins to accrue in the month following Board appointment.
3. Vacation days may be used as earned. A member must submit a request for the use of vacation days to his/her supervisor. All vacation leave must be used before an employee may use any sick bank leave.

4. When computing vacation days, time earned is rounded to the nearest half day.
5. As of June 30th each year, time will be computed for carryover or compensation. No more than 40 days may be carried over. After 40 days have been carried over, compensation at the daily rate shall be awarded for up to 13 days in excess of the 40. Time beyond 40+13 days will be assigned to the PAO Unit Sick Leave Bank.
6. Additional days awarded as in #1 above will be awarded on July 1st; which may allow an individual to have more than 40. However, these days and all others must be used by the following June 30th as noted in #5 above.
7. Employees who transfer from a position covered by another collective bargaining agreement to a position in the Program Associates Unit will carry accrued vacation with them to a new position.
8. Upon completion of employment, compensation will be awarded for unused vacation days at the daily rate of the employee at the time of leaving.
9. Employees shall have the right to request, and upon the approval of the District Superintendent, be granted vacation time beyond their current accumulation. The District Superintendent has the discretionary authority to remove these individuals from the payroll for the requested time. Upon accumulation of sufficient vacation time to compensate for time used, the employee may be paid a salary adjustment for the days missed and the time will be charged against vacation.
10. Use of vacation days in excess of the employee's annual number awarded shall be at the discretion of the District Superintendent. Nothing in this agreement shall be interpreted to mean that an employee has a right to use in one year a number of vacation days exceeding his/her annual entitlement, if in the District Superintendent's opinion this would negatively affect the program's ability to deliver quality services.

B. HOLIDAYS AND EARLY RELEASE ON DAYS PRIOR TO CERTAIN HOLIDAYS

When a holiday falls on a Saturday, the holiday will be celebrated on the Friday immediately prior. When a holiday falls on a Sunday, the holiday will be celebrated on the Monday immediately following, unless otherwise determined by state or Federal law or practice. There will be fourteen (14) days recognized by the BOCES as paid holidays and they include:

1. Independence Day
2. Floating Day, to be used by September 1
3. Labor Day
4. Columbus Day
5. Veterans Day
6. Thanksgiving Day (plus early release the afternoon prior)*
7. Friday after Thanksgiving Day

8. Christmas Eve Day
9. Christmas Day
10. New Year's Day
11. New Year's Eve Day
12. Martin Luther King Day
13. President's Day
14. Memorial Day
15. Juneteenth (so long as school is closed that day)

* Any employee working a full day on the day before Thanksgiving will be permitted to leave work two hours early.

It is recognized that varying schedules of our customers may require that we provide coverage in certain positions during these holiday periods. In such instances, the administration has the right to ensure that the division is appropriately staffed to provide continuation of the service. The employees affected will be given time off equivalent to that which is worked.

C. INCLEMENT WEATHER

It is the intention and practices of BOCES to have all of its office's remain open every scheduled workday. Offices will be closed only on those days when the State Offices are closed because of inclement weather, except that no employee shall be charged with vacation or personal time if a declared state of emergency exists in the local office or school to which such employee is assigned.

In the event of inclement weather which forces the closing of his or her worksite, the employee will follow the process and procedures of the central office of the district or BOCES to which they are assigned on that workday.

The District Superintendent may authorize late report for work when he/she determines that weather conditions require. Should an employee anticipate tardiness or absence due to weather, this condition must be reported by telephone to the appropriate office as soon as possible. Should an employee report for work late, she/he will arrange with the appropriate Division Director to make up the lost time. The Division Director may assign the employee to work at an alternative work site. Employees who fail to report for work because of inclement weather conditions may make a request to the Division Director to have the day charged as a personal day or a vacation day. Employees who fail to get approval for either assignment to an alternative work site or use of a personal or vacation day will have their salary docked for the time absent from work.

D. TRAVEL EXPENSES

Employees who use their own vehicle for assigned travel between facilities or schools on the same workday or on BOCES business will be reimbursed at the rate allowed by the Internal Revenue Service for the current tax year. Employees should submit their travel

reimbursement requests quarterly. However, expenses for which supporting documentation is not available by the end of the quarterly submission period (i.e. “lagging expenses”) shall be submitted in the next immediate quarter upon receipt. Claims submitted after July 1 for the prior year will not be paid unless covered by grant funds. Notification of the specific dates will be sent to all employees with the first payroll in May each year.

BOCES will formulate and convene a committee, including representatives from the Organization, which will have the ongoing responsibility to develop and then annually update and distribute complete written travel guidelines to all employees. The first set of these guidelines will be distributed no later than four months from the ratification of this contract.

E. JURY DUTY

Employees will be entitled to leave with pay for such time as is necessary to perform required jury duty. In order to qualify for this benefit, the employee must do the following:

1. Furnish a copy of the summons to the supervisor immediately upon receipt.
2. Furnish a court issued voucher documenting the dates and times of jury duty.

F. TELEWORK

Employees may telework as circumstances may dictate so long as they have the prior written approval of their manager/supervisor. The decision to approve any telework request is in the complete discretion of the BOCES. The request and approval must be documented in writing. Any telework may be occasional or regular meaning some longer period of time, as determined by the BOCES, and approval is subject to being withdrawn at the discretion of BOCES. It is agreed and understood that there may be times when an employee who has previously been approved to telework for some regular period of time may have to report to work as directed by the employee’s supervisor, in his/her discretion. Such notice will be in writing and provided to the employee.

ARTICLE VII - LEAVES

A. SHORT TERM LEAVE

Short term leave can be used for personal illness, personal business, bereavement, family illness, religious holidays or ordered military leave.

Each full-time person is entitled to 14 days of short-term leave in the first year, plus additional days according to the schedule below to a maximum of 22 days per year. Ten-month, eleven month, permanent part-time, and people employed for less than a full year are entitled to a prorated percentage of short-term leave.

TOTAL ENTITLEMENT

| YEAR | 10 MONTHS | 11 MONTHS | 12 MONTHS |
|------|-----------|-----------|-----------|
| 1 | 12 | 13 | 14 |
| 2 | 13 | 14.5 | 16 |
| 3 | 14 | 15.5 | 17 |
| 4 | 15 | 16.5 | 18 |
| 5 | 16 | 17.5 | 19 |
| 6 | 17 | 18.5 | 20 |
| 7 | 18 | 20 | 22 |

Unused short-term leave is converted to accumulated sick leave (personal illness). There is no limit to the number of sick days that can be accumulated.

1. PERSONAL ILLNESS

Employees may take short term leave for personal illness up to the limit of current entitlement plus accumulated sick leave. When ill, absences are to be reported to the person's supervisor by calling the appropriate division office.

2. PERSONAL BUSINESS

Employees may take up to three (3) days short term leave each year to transact personal business that cannot be done except during working hours. Application for use of a personal day must be made in writing three (3) working days in advance, if possible, and state the personal business to be transacted.

3. BEREAVEMENT DAYS

Employees shall be eligible for up to ten (10) days leave per year with pay in the event of the death of a member of their immediate or extended family. Each such day that is used for bereavement leave shall be charged against the employee's entitlement to short term leave.

4. FAMILY ILLNESS

Employees may take up to their annual entitlement of short term leave each year to attend to members of their immediate family who are ill. Family illness leave may not be taken after an employee's annual entitlement to short term leave for the current year has been exhausted.

5. RELIGIOUS HOLIDAYS

Employees may take up to three days short term leave each year for observing religious holidays. Applications for use of leaves for this purpose must be made three (3) days in advance and state the religious holiday to be observed. Religious holiday leave may not be

taken after an employee's annual entitlement to short term leave for the current year has been exhausted.

6. ORDERED MILITARY LEAVE (OML)

If OML exceeds, in a school year, the number of military leave days provided by statute and/or BOCES, an employee on such OML may utilize his/her accrued and unutilized short-term leave to extend his/her paid leave.

B. PERSONAL INJURY

Whenever a full-time employee is unable to perform his/her official duties, as a result of a personal injury caused by an accident during a conscientious effort to perform those duties, and it is determined that the employee is entitled to Worker's Compensation benefits, the employee will be continued at full salary reduced by the amount of Worker's Compensation benefits for a period equal to the number of days of sick leave that the employee has accumulated. Leave days used prior to the initial payment of Worker's Compensation benefits will be deducted from the employee's sick leave. No other deduction from the employee's sick leave shall be made. Within seven (7) days of the injury, the employee will submit the appropriate Worker's Compensation forms to the Deputy District Superintendent.

C. ILLNESS OR INJURY LEAVE

Illness or injury leave without pay may be granted upon application to the District Superintendent for a period not to exceed two years beyond accumulated sick leave.

D. SICK LEAVE BANK

A bank of sick days comprised from contributions of sick days from PAO employees in order to make income assistance available to PAO employees during illnesses will be established.

It is the purpose of the sick bank to provide income assistance to an employee only for those days on which an employee would have worked and earned salary.

The sick bank shall be administered by two trustees, one of whom shall be the President of the Organization or his/her designee and one of whom shall be the District Superintendent or his/her designee. It is understood that the employer has no liability or obligation under any circumstances to contribute sick leave days to this bank.

Application for use of such sick leave days shall be made in writing to the BOCES Director of Human Resources who will relay the application to the trustees. Such applications must be accompanied by a letter from a doctor or other licensed health care professional certifying a medical disability, its nature and expected duration. In addition, the trustees may require such a certification from a BOCES designated physician or licensed health care professional.

The trustees shall consider all relevant information provided, including but not limited to the nature of the illness, the number of days available in the bank, the number of applicants approved and pending, and such other criteria when granting employees sick days from the sign bank. It is the responsibility of the trustees to ensure an equitable use of the sick bank consistent with its intent and purpose. An applicant must first exhaust all personal sick leave days prior to using sick days granted from the sick bank.

The Sick Leave Bank will consist of the balance of days in the sick leave bank at the end of each academic year on June 30th, and those contributed by members of the bargaining unit at the rate of one (1) day per year whenever the bank falls below 75% of the number of employees in the bargaining unit or 120 days, whichever is greater. All decisions of the trustees with respect to the administration of this sick bank or the application and interpretation of the provisions hereof shall be final and conclusive and not subject to review pursuant to Article V-K or by any other means.

Any income reimbursement paid or payable to an employee from any source other than BOCES attributable to disability and for which the sick leave days were used from the bank shall be paid over to BOCES to the extent that the BOCES has made expenditures for the use of such sick leave days from the bank. This rule does not apply to reimbursement from any private insurance the employee may have. Sick leave days shall be restored to the bank in the same ratio as the amount of disability income reimbursement paid to BOCES bears to the amount of sick leave benefits paid by BOCES from the bank.

E. CHILD REARING LEAVE

Child rearing leave without pay shall be granted upon application to the District Superintendent at least 60 days prior to the proposed effective date. Such leave shall be for a term of not more than two (2) years at any one time and shall conclude on a date to be determined by BOCES. A member may request a leave for less than two (2) years and submit a second request to extend that leave for a total period not to exceed two (2) years (e.g. one year followed by a second year).

The District Superintendent shall have the discretion to grant an extension or additional requests.

F. EXTENDED PERSONAL LEAVE

Employees may request extended personal leave without pay. The employee must list the reasons for such leave in a letter of request, addressed to the appropriate Division Director. Extended personal leaves will not be granted for the purpose of engaging in any business which is in competition with services which BOCES provides, has been requested to provide, or is planning to provide. The duration of such leave may be for a period of up to one year for employees with five years of service with BOCES, and up to two years for employees with a minimum of ten years of service with BOCES at the time the request for such leave is made.

The termination of such leave shall be on a date determined by BOCES. The District Superintendent shall have the discretion to grant an extension or additional requests for such leave or to grant extended personal leave to employees with less than five years of service with BOCES.

An employee granted extended personal leave under this provision shall provide BOCES with not less than 90 days prior written notice of their decision to return to employment or to decline to return to employment, as the case may be. The 90-day notice period shall be measured from the date set for termination of the leave.

G. SABBATICAL LEAVE

To be eligible for sabbatical leave, an employee must be at least in his/her sixth year of service with BOCES at the time application is made. This application shall reflect a full-time course of study acceptable to the District Superintendent. Application shall be made no later than January 15th of the school year prior to the commencement of study. Sabbatical leave may be granted solely as a matter of discretion of the District Superintendent and the BOCES Board. There is no implied obligation on the part of the BOCES to grant any sabbatical leaves in any given year. The District Superintendent shall inform the employee of acceptance or rejection no later than March 15th of the year prior to the commencement of the sabbatical.

Approval of sabbatical leave shall be contingent upon written agreement to return upon termination of sabbatical leave for at least two (2) years of service. The obligation to repay the amount received in the event of the failure to return shall not apply in the event of the employee's death or permanent disability which prevents the employee from returning to work at BOCES. An employee on sabbatical shall receive one-half salary as determined from the salary schedule for that fiscal year.

H. CONSECUTIVE LEAVES

Employees who have been granted Sabbatical Leave, Child Rearing Leave, or Extended Personal Leave shall not be entitled to additional leave for any of the above purposes until that employee has been returned to work for a period of not less than two (2) fiscal years. Two (2) periods of Child Rearing Leave may be taken consecutively. Other periods of consecutive leave may be granted at the discretion of the District Superintendent.

I. RETURN FROM LEAVE

Any employee returning from leave, other than short term leave, shall give written notice to the District Superintendent at least sixty (60) days before the end of the scheduled leave, that he or she will return to work at the end of the leave period. In the event that the employee fails to provide such notice, BOCES may send written notice to the employee that the leave is ending, and that the employee must give written notice within two weeks that he or she will return to work at the end of the leave period. If the employee fails to respond in writing within two weeks, then the employee will be deemed to have abandoned his or her position. BOCES shall send only one mailing by both regular and certified mail, return receipt requested, to the employee's last known address.

J. COMPENSATION FOR UNUSED SICK LEAVE

Upon receipt of benefits from either TRS or ERS, an employee shall be entitled to compensation for 1/2 of the total number of sick leave days accumulated by the employee while in BOCES service. Written notice of intention to retire and application for such compensation shall be made no later than January 15th preceding the school year in which the retirement becomes effective.

The employer shall take the compensation under this subsection and make annual non-elective contributions up to the Section 403(b) limitations to the employees' tax-sheltered annuity benefit qualified under Internal Revenue Code Section 403(b), until such compensation is exhausted.

Sick leave accrual for purposes of payment upon retirement shall be capped at 240 days for twelve-month employees, with a maximum pay out upon retirement capped at 120 days and 200 days for ten-month employees, with a maximum pay out upon retirement of 100 days.

Any employee who has accrued 125 or more days of sick leave as of June 30, 2025, shall be grandfathered and not subject to this above cap for payment upon retirement and will be entitled to compensation for one-half of their total number of accrued sick leave days. Any employee not so grandfathered and all employees hired on or after July 1, 2025 shall be covered by the cap language set forth above.

K. COURT APPEARANCE

Employees shall be entitled to leave with pay to make a necessary appearance in a legal proceeding resulting from a conscientious attempt to perform their official duties.

ARTICLE VIII - INSURANCE PROVISIONS

A. HEALTH INSURANCE

1. BOCES will provide the following two (2) plans:

- a. The New York State Health Insurance Program's (NYSHIP) "Empire Plan," PA Core Plus Enhancements, shall be offered.
- b. The Empire Blue Cross Prism EPO Health Insurance Plan shall be offered.

2. Effective July 1, 2021, the New York State Health Insurance Program ("NYSHIP") shall no longer be made available as an option for any new enrollees. Any members or retirees enrolled in NYSHIP as of July 1, 2021, may remain enrolled. Any member or retiree in NYSHIP who thereafter elects to move to one of the other plans offered by the BOCES may not thereafter return to NYSHIP.

3. A new High-Deductible plan effective August 4, 2021, or as soon thereafter as can be implemented, for voluntary enrollment.

4. Effective August 4, 2021, The co-pays shall be as follows for the new Prism 2021 plan as implemented:

| | |
|--------------------------------------|-------|
| Inpatient | \$100 |
| ER | \$100 |
| Office Visit (primary and specialty) | \$20 |
| Outpatient Surgery | \$50 |
| Advanced Imaging Services | \$50 |

Effective July 1, 2026 the co-pays shall be modified as follows:

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

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

5. BOCES shall provide full individual or family coverage. BOCES shall pay the non-employee contribution towards health and pharmacy insurance premiums. Effective July 2023, the employee contribution towards health and pharmacy insurance premiums shall be 24%.

Effective July 1, 2027, the employee contribution towards health and pharmacy insurance premiums shall be 25%.

6. Part-time employees that are .5 FTE or above will be eligible for health insurance under the terms set forth above.

7. ENROLLMENT CRITERIA

- a. A person appointed for a period of three (3) months or more is eligible to apply for health insurance enrollment immediately upon employment if they are .5 FTE or above.
- b. For those who meet the enrollment criteria, the effective date of insurance eligibility shall be the starting date of regular appointment to a PAO position, unless the employee indicates coverage from another source. If the employee indicates another coverage, the coverage from the BOCES will be effective upon the date of hire.

- c. If an eligible employee declines Health Insurance at the time of initial employment, then there is a three (3) month waiting period for coverage to become effective. If an employee with Individual coverage applies for Family coverage, there will be a three (3) month waiting period for Family coverage to become effective, unless this change is because of a newly acquired dependent (i.e. through marriage or birth of a child.) In such cases, Family coverage will become effective as of the date of the event (as long as the application is made within 30 days of the event).

8. PRESCRIPTION COPAY

Effective August 4, 2021, or as soon thereafter as can be implemented, the prescription co-pays shall be \$5 for generic drugs, \$25 for preferred name brand drugs, and \$45 for non-preferred name brand drugs. The employee co-pay for mail order shall be twice the monthly co-pay for a three-month supply. This change is for active and all future retirees.

B. DENTAL INSURANCE

1. COVERAGE

BOCES shall provide and pay for individual and family premiums for a dental plan. Employees shall share the costs for dental coverage on a 50-50 basis with BOCES. The plan currently has a coinsurance structure as follows, which may be changed over time by the carrier:

| | | |
|----------|--------------------------------------|---------------|
| Type A - | Diagnostic and Preventative Services | 100% coverage |
| Type B - | Restorative Services | 80% coverage |
| Type C - | Prosthodontics | 50% coverage |
| Type D - | Orthodontics | 50% coverage |

The lifetime maximum for orthodontics coverage will increase to \$1,500 for 2008-09, and thereafter.

2. ENROLLMENT CRITERIA

Coverage is available on an Individual or Family basis.

Any employee who declines Dental Insurance at the time of initial employment (or eligibility) will not be eligible for coverage until the next open enrollment period. Open enrollment for dental coverage shall be at the same time as for health and prescription coverage.

If an employee with Individual coverage applies for Family coverage, there will be a three (3) month waiting period for Family coverage to become effective unless this change is because of a newly acquired dependent (i.e. through marriage or the birth of a child). In

such cases, Family coverage will become effective as of the date of the event as long as the application is made within 30 days of the event.

C. VISION CARE

The BOCES has Vision Care coverage for employees. Vision care coverage for eligible PAO employees will consist of co-pays for eye exam coverage at \$10.00 and for eyewear at \$20.00. Co-pays may be changed over time by the carrier. Coverage is provided on a 24-month cycle. Employees hired after June 30, 1984, will share the cost of this benefit on an 80-20 basis, with BOCES paying 80% of the premium cost. Effective August 4, 2021, or as soon thereafter as can be implemented, all co-pays are eliminated. Open enrollment for vision coverage shall be at the same time as for health and prescription coverage.

D. LONG TERM DISABILITY

All employees who work at least 20 hours per week have a group Long Term Disability Insurance Policy. The basic benefit will be 60% of an employee's monthly salary to a maximum of \$5,000 per month. There will be a 90-day waiting period before the benefit becomes effective. The monthly benefits will be reduced by benefits paid under Social Security, Worker's Compensation and/or applicable New York State Retirement System. The annual premium for such a group policy is paid by BOCES.

E. LIFE INSURANCE

Employees who work at least 20 hours per week receive a policy equal to two times their annual salary, with a maximum of \$200,000. For employees who retire officially from BOCES, a \$50,000 policy will continue for two years beyond the date of retirement.

The premium for this policy coverage is paid by the BOCES.

F. RETIREES HEALTH INSURANCE

1. For retirees who retired prior to July 19, 2021, BOCES will pay the full cost of the Individual NYSHIP Empire Health Insurance plan for employees who retire with a pension from either TRS or ERS. Employees hired after July 1, 2011, shall be eligible to receive this benefit in retirement only if they have completed **at least ten (10) years of continuous service** to the BOCES immediately prior to their retirement. Retirees may elect Family coverage by paying 50% of the difference in the Family premium and the Individual premium. This provision is intended to confer a lifetime benefit upon any eligible retiree who receives retirement health insurance.

In addition, retirees are eligible to choose coverage offered by the BOCES Empire Prism EPO Plan.

2. Members of the bargaining unit who retire on or after July 19, 2021, shall be covered by the same health insurance plan as is provided to members of the Association pursuant to Article VIII

(A) above. This provision is intended to confer a lifetime benefit upon any eligible retiree who receives retirement life insurance. Changes to retiree health coverage can consist only of the BOCES providing the same plan available to active members as set forth in Article VIII (A) above, as such plan may be changed by the Association and BOCES by mutual agreement. For those members retiring on or after July 1, 2021, only dependents consisting of a spouse and dependent child or grandchild the unit member has at the time of retirement are eligible for dependent coverage under this provision. Should a retiree later become the legal guardian of a child or grandchild that was in existence at the time the member retired (or is a child of a child who was in existence at the time the member retired), those new dependents would be eligible for coverage under the retiree's plan. Otherwise, any new dependents who become dependents after the date of retirement are not eligible for coverage.

3. Effective as soon as may be implemented by the BOCES, Retirees (present and future) may, upon reaching eligibility for Medicare coverage (currently age 65) voluntarily elect to enroll in a Medicare Advantage Plan ("MAP") which may be offered by the BOCES. Retirees have the right during a subsequent open enrollment to return to a plan offered by members and retirees as set forth in Article VIII (A) above (i.e. as of July 1, 2021, only Prism 2021, not the original Prism or NYSHIP). The BOCES shall determine what MAP, if any, is offered under this provision after consulting with the Association (either directly or as part of a health insurance committee). Any retiree electing to move to the MAP will receive a one-time only payment of \$250 if only covered by individual or \$500 if covered by dependent as well.

4. For employees who are employed by the BOCES as of June 30, 2021 and who retire on or after July 1, 2021, if they have 10 to 29 years of continuous service with BOCES immediately preceding retirement, their contribution to premiums in retirement will be 5% for individual coverage and they may continue family coverage by paying 50% of the difference between the family premium and individual premium. If they have 30 or more years of service with the BOCES immediately preceding retirement, the BOCES shall pay 100% of the premium for individual coverage and the employee may continue family coverage by paying 50% of the difference between family premium and individual premium.

5. For employees hired after July 1, 2021, if they have 10 to 19 years of continuous service with BOCES immediately preceding retirement, they shall contribute 20% towards individual coverage and may continue family coverage by paying 50% of the difference between family and individual premium. If they have 20 or more years of service with BOCES immediately prior to retirement, they will contribute 10% towards individual coverage and may continue family coverage by paying 50% of the difference between family and individual premium.

G. FLEXIBLE SPENDING ACCOUNT

Employees may participate in a Flexible Benefit Plan in accordance with Section 125 of the Internal Revenue Service for purposes of health and dental insurance premium contributions, child and dependent care, and medical reimbursement expenses.

H. HEALTH INSURANCE COSTS

The Administration will formulate and convene a committee to include representatives from the Organization which will have an ongoing responsibility to assist the Administration in monitoring trends and emerging opportunities in the health care industry and positioning the BOCES health care program(s) to take best advantage of these trends and opportunities to control costs while maintaining comprehensiveness and high quality.

ARTICLE IX - COMPENSATION

A. SALARIES

Salary ranges for employees are established by the Board of Education. No one shall be hired below the bottom of the range for the level assigned.

All personnel employed by BOCES as of June 30th of the current school year will receive the approved standard raise for the subsequent school year, beginning July 1.

BOCES agrees that it will timely notify the Union, and provide the Union with an opportunity to consult and provide input, whenever any of the following occurs:

- a. BOCES creates a new or promotional position within the bargaining unit represented by the Union; and
- b. BOCES desires to offer a starting salary that exceeds the 75% salary set forth for in Article IX(B)(2) of this collective bargaining agreement.

B. SALARY RANGES 2025-2028

1. All unit members employed by BOCES will receive the following raises:

2025-2026 – Effective July 1, 2025, 3.5% or \$3,250, whichever is higher;
2026-2027 – Effective July 1, 2026, 3.5% or \$3,250 whichever is higher;
2027-2028- Effective July 1, 2027, 3.5% or \$3,250 whichever is higher;

2. Effective July 1, 2025, any unit employee whose current salary, after calculation of the first year's increase, falls below the minimum of their applicable salary range shall have their salary increased to that minimum amount.

**A-1
HIRING RANGES**

| Level | Minimum | 25% | 50% | 75% | Maximum |
|-------|-----------|------------|------------|------------|------------|
| 1A | \$ 21,327 | \$ 24,882 | \$ 28,436 | \$ 31,991 | \$ 35,545 |
| 1 | \$ 40,045 | \$ 46,719 | \$ 53,393 | \$ 60,068 | \$ 66,742 |
| 2 | \$ 44,787 | \$ 52,252 | \$ 59,716 | \$ 67,181 | \$ 74,645 |
| 3 | \$ 50,236 | \$ 58,609 | \$ 66,981 | \$ 75,354 | \$ 83,727 |
| 4 | \$ 56,399 | \$ 65,799 | \$ 75,199 | \$ 84,599 | \$ 93,998 |
| 5 | \$ 63,035 | \$ 73,541 | \$ 84,047 | \$ 94,553 | \$ 105,058 |
| 6 | \$ 70,618 | \$ 82,388 | \$ 94,157 | \$ 105,927 | \$ 117,697 |
| 7 | \$ 79,150 | \$ 92,342 | \$ 105,533 | \$ 118,725 | \$ 131,917 |
| 8 | \$ 86,966 | \$ 101,460 | \$ 115,955 | \$ 130,449 | \$ 144,943 |
| 9 | \$ 95,734 | \$ 111,690 | \$ 127,645 | \$ 143,601 | \$ 159,557 |

3. LONGEVITY

Longevity is granted to PAO Unit employees that are continuous and cumulative, but are not on the base:

1. \$1,000.00 is granted at the start of the fiscal year in which they will work their 20th year of continuous service as a BOCES employee. Total longevity amount is \$1,000.00.

2. An additional \$1,250.00 is granted at the start of the fiscal year in which they work their 25th year of continuous service as a BOCES employee. Total combined longevity amount from 20th and 25th continuous years of service is \$2,250.00.

C. PROMOTIONAL SALARY SETTING

The starting salary associated with a promotional position is subject to discussion between the individual employee and the employer. Ultimately, the establishment of the starting salary shall be at the discretion of the BOCES.

D. WORKDAY

1. EFFECTIVE JULY 1, 2007, FOR PAO MEMBERS IN LEVELS 1-4

- a) The normal workday is 7 1/2 hours from Monday through Friday.
- b) In the event a manager or supervising client requires an employee to work more than 8 1/2 hours a day, all time beyond 8 1/2 hours will be returned to the employee in the form of compensatory time on a one for one basis. That compensatory time may be utilized by the employee within *thirty* days of its accrual, with his or her supervisor's approval. In the event the supervisor denies utilization of the compensatory time within thirty days of its accrual, the employee will have an additional *thirty-day* period in which to utilize that time. If the employee's supervisor declines the request to utilize the compensatory time within the second thirty-day period, the employer will instead pay the employee the value of the time at 1 1/2 times the employees' hourly rate of compensation.
- c) Available compensatory time must be utilized by the employee before vacation time is used.
- d) There will be no carryover of compensatory time beyond sixty days from the day that it is earned.
- e) Absent- exigent circumstances, any hours worked on Saturday, Sunday, or holiday will only be by mutual agreement between the employee and his or her supervisor. The employee will receive one hour of compensatory time for every hour worked on a Saturday, Sunday, or holiday.

2. FOR PAO MEMBERS IN LEVELS 5-9

- a) The work schedule should be established between employee and manager.
- b) If the employee's work schedule habitually requires excessive time it should be brought to the attention of the manager. If the employee does not have this situation rectified by their supervisor, the employee should bring this to the attention of the next level supervisor and division director for resolution.
- c) If it is necessary for an employee to work outside the normal agreed upon hours, an interim schedule may be implemented with prior approval of the manager.

E. LEVELS

Variations in the qualifications required for the position and the duties and responsibilities of the position shall be used as a guideline by BOCES in making or adjusting level placements. Each job description for a position must, as a minimum, reflect all of the elements of each domain of responsibility for the level within which it is placed.

While a career ladder is encouraged, advancement through the levels is the prerogative of management, consistent with the obligations of New York State Civil Service Law.

Management retains the prerogative to offer salary increases, through the recognized bargaining agent, without level advancement for employees whose scope and depth of service has increased over time, but who may not qualify for level advancement.

The initial salary placement will not be bound by the top of the hiring range at each of the levels in Article IX B & C. Level placement is dependent upon performance of every element of each domain of responsibility. Salary/remuneration factors to be considered within a level will include the market value of the job responsibilities as outlined in the position description, and experience required for the position.

The initial steps of the job description and level placement will involve consultation involving the PAO President, the Division Director, and the Human Resources Director, or respective designees in their absence. The final decision regarding job description and level placement for posting purposes will be the responsibility of the Human Resources Director.

Current salary level placements are set out in Appendix C.

Level Placement 1 Through 4
Elements of Responsibility

| Domains of Responsibility | Level 1 | Level 2 | Level 3 | Level 4 |
|---|----------------|--|--|---|
| Scope of Expertise | * | Basic knowledge in one area (technician) | In-depth knowledge in one area (specialist) | In-depth knowledge in broad area (generalist) |
| Level of product service & support | Limited | Responsible for single service with some independent decision making | Responsible for single service with some independent decision making | Responsible for 2-3 services with independent decision making |
| Scope and depth of district/customer interaction | Limited | Single level | Multi-level | all |
| Scope of assistance provided | * | Incidental training | Planned training and/or consulting | Planned and/or consulting |
| Fiscal responsibility | Compliance | Compliance | Responds to specific inquiry | Responds/generates |

| | | | | |
|--|---|---|---|---|
| Supervisory responsibility | * | * | * | * |
| Provides Leadership/Vision | * | | | * |
| Comprehensive accountability | * | * | * | * |
| Generates additional revenue & new programs | | * | * | * |
| Additional responsibility across divisions | * | | | * |

* Not Mandatory

Level Placement 5 Through 8
Elements of Responsibility

| Domains of Responsibility | Level 5 | Level 6 | Level 7 | Level 8 |
|---|--|---|--|--|
| Scope of Expertise | In-depth knowledge in broad area (generalist) | Generalist with specialties | Same as level 6 | Same as level 7 |
| Level of product service & support | Administers multiple programs and/or multiple services | Same as level 5 | Same as level 6 | Same as level 7 |
| Scope and depth of district/customer interaction | All | | | All |
| Scope of assistance provided | Develops multiple programs and/or services | Develops multiple programs and/or services | Same as level 6 + works with the director in planning and decision making regarding the future direction of the division | Same as level 7 + assists in a portion of the daily operations of the division |
| Fiscal responsibility | Recommends budget to Director and monitors budget implementation | Same as level 5 | Same as level 6 | Same as level 7 |
| Supervisory responsibility or expertise and/or certification in a technical field | Supervises and evaluates multiple personnel and/or projects or programs | Same as level 5 | Same as level 6 + has responsibility for supervision of level 5 personnel | Same as level 7 + has responsibility for supervision of SED certified staff and/or level 7 personnel |
| Provides Leadership/Vision | Collaborates in the design of services to be recommended to the Director | Same as level 5 | Responsible for the design of program and services to be recommended to the director | Same as level 7 |
| Comprehensive accountability | * | Acts as an occasional representative for the director | Specific area representative for the director | Acts as the director's representative in all areas |
| Generates additional revenue & new programs | Introduces the concept | Develops key components | Integrates ideas and controls resources | Orchestrates the resources for roll-out |
| Additional responsibility across divisions | * | Limited to service delivery | Actively integrates program responsibilities | Ensures that lower levels breathe life into the strategic plan |

*Not Mandatory

F. BOCES REGIONAL SUMMER SCHOOL PRINCIPAL STIPEND

A stipend in the amount of six-thousand nine hundred dollars (\$6,900.00) for the duties of summer school principal as outlined below:

Responsibilities:

1. Participate in the planning of the BOCES Regional Summer School program with the Assistant Superintendent for Curriculum and Instruction and the Director of Finance.
2. Establish a calendar for summer school with consultation from participating school districts.
3. Establish a daily period schedule with consultation from participating school districts.
4. Revise the faculty and student handbooks.
5. Assist in the coordination of NERIC services with the participating sites and districts.
6. Make regular visits to the summer school sites.
7. Work with the principals of the regional summer school sites to ensure the completion of the following tasks:
 - Hire summer school faculty members
 - Establish registration procedures
 - Establish staffing levels based on student enrollment
 - Develop a master schedule for summer school
 - Acquire accurate student registration statistics for summer school BOCES service billing
 - Oversee the accurate completion and collection of employee time sheets
 - Complete Grade Reporting
 - Develop an examination schedule
 - Determine the needs and acquire the staff for proctoring and special education accommodations for examinations
 - Facilitate the regional scoring process for Regents examinations
8. Participate in the debriefing meetings following summer school.

ARTICLE X- PROFESSIONAL IMPROVEMENT

The purpose of professional improvement is to compensate employees enrolled in degree programs or courses that (1) are necessary for job improvement or (2) that clearly contribute to the BOCES operation or program(s).

Members of the unit are responsible for declaring their intent to participate in college courses no later than January 5 of the fiscal year prior to the year in which these courses would be taken. Requests to take courses, which are received later than January 5, may be approved at the discretion of the Division Director. Once intent is declared, each Division will budget an appropriate sum for reimbursement of acceptable tuition costs. Reimbursement is limited to a maximum of nine (9) credit hours per year.

Staff members may take courses at the college of their choice. Tuition reimbursement will not exceed 1.20 times the current UAlbany graduate credit hour cost. The employee will bear the additional expense of enrolling at a more expensive institution. Reimbursement will require successful completion of the course, as defined by the institution.

In order to be eligible for reimbursement, the unit member must demonstrate that the degree sought or the course is directly related to current job responsibilities, or to planned changes in such responsibilities that are mutually agreed upon by both the unit member and his/her supervisor.

CONTINUED EMPLOYMENT

In the event that an employee voluntarily leaves the employ of BOCES, or is discharged for cause, within twelve (12) months after the completion of a course, the following reimbursement schedule will be applied:

| | |
|---|------|
| Within 3 months of completion | 100% |
| More than 3 months but less than 6 months | 75% |
| More than 6 months but less than 9 months | 50% |
| More than 9 months up to 12 months | 25% |

The completion of each course will be determined based upon the scheduled date of the final for that course. If there is no final then the date of the last class meeting will be used.

Tuition reimbursement money that is to be returned to BOCES may be withheld from the employee's last paycheck.

PROCEDURE

1. Employee advises the Division Director through the appropriate Supervisor of the intent to pursue course work by January 5 on the designated form (Appendix B1).
2. Prior to the start date of the course (please allow two months), the employee submits the required form (Appendix B-2) to the Division Director through the appropriate Supervisor.
3. Division Director submits the completed form (Appendix B-2) with recommendations to the District Superintendent.

4. District Superintendent approves or disapproves and returns the form to the Division Director.
5. Employee receives copy from Division Director, and the Division maintains original.
6. Division prepares a purchase order for the approved amount.
7. Upon successful completion of the course, the employee completes the form, attaches copies of the transcript(s) and tuition receipt(s) and submits to the Division Director.
8. Director processes the purchase order for payment with copies of the transcript(s) and tuition receipt(s) attached.
9. The Business Office pays the employee accordingly and sends a copy of the completed form and transcript(s) to the Human Services Office for filing.

ARTICLE XI – MENTORS

The District Superintendent shall have the sole discretion to select certified school administrative mentors for newly hired school administrators. Should the District Superintendent select a current BOCES school administrator to serve as a mentor, such BOCES school administrator shall receive an annual stipend of \$2,000 to perform mentoring duties as determined by the BOCES. The stipend shall be paid 40% in the first payroll in December and 60% in the first payroll in June during the period the administrator is performing the duties. It will be prorated for any partial year of service.

ARTICLE XII-DURATION

This agreement -shall become effective July 1, 2025, and terminate on June 30, 2028.

This agreement contains all of the provisions between the parties and may not be amended or changed except in writing signed by the parties.

As of this 2025-2028 collective bargaining agreement, the parties have reviewed all prior Memoranda of Agreement to determine if they should be included in the collective bargaining agreement. To the extent the parties have mutually identified any such prior MOA's, they have been included. Should either party find an MOA which re-dates May 1, 2021, which was not known to exist or was reviewed, it shall notify the other party so that it may be reviewed. Any such prior MOA shall be of no effect unless the parties agree that it should have effect and be included in any new collective bargaining agreement.


ARTICLE XIII — LEGISLATIVE AUTHORITY

IT IS AGREED BY AND BETWEEN THE PARTIES- THAT ANY PROVISIONS OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION

BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BE EFFECTIVE-UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.


ALBANY-SCHOHARIE-SCHENECTADY-SARATOGA
PROGRAM ASSOCIATES ORGANIZATION

Date: 10/15/25

By 
Ralph DeJesus
PAO President

BOARD OF COOPERATIVE EDUCATIONAL SERVICES OF ALBANY-
SCHOHARIE-SCHENECTADY-SARATOGA COUNTIES

Date: 10/15/25

By 
Lauren J. Gemmill
BOCES District Superintendent

APPENDIX A PERFORMANCE REVIEW PROCESS

ORGANIZATIONAL VALUES CRITERIA

The criteria listed below are derived from and expand upon the philosophy of BOCES as a means of reviewing and discussing each employee's professional performance in carrying out his/her position responsibilities.

- **Emphasis in cooperation among people**
 - Demonstrates the desire and ability to work cooperatively with colleagues and customers.
 - Effectively balances a concern for task completion with a concern for others.
 - Recognizes and respects individual difference through the promotion of sex, race, age, and class equity as well as the equitable treatment of disabled persons.
 - Manages/participates in cooperative planning for organizational improvement and/or improved service delivery.
 - Manages/participates in cooperative solutions to problems.

- **Emphasis on individual and professional growth**
 - Demonstrates the ability to develop the qualities of leadership in others.
 - Provides/accepts opportunities for professional growth.
 - Seeks to identify areas for self-improvement and develops and implements plans to effect change in these areas.
 - Adapts to changing conditions and circumstances within the BOCES and customer organizations.

- **Commitment to quality services, including a commitment to risk-taking experimentation and growth**
 - Takes initiative in identifying and facilitating changes which will improve the quality of services provided or the functioning of the organization.
 - Demonstrates/accepts appropriate risk-taking and experimentation aimed at the improvement of services provided or the functioning of the organization.
 - Listens to customers and their needs and communicates these needs to the organization.
 - Demonstrates critical thinking skills which lead to patterns of sound judgment.
 - Communicates thoughts and ideas clearly and succinctly to others through oral and written expression.

- **Commitment to the maintenance of a satisfying work atmosphere**
 - Treats each member of the organization as an important colleague through recognition and respect for accomplishments, knowledge and skills.
 - Maintains open and active communication with all colleagues.
 - Recognizes human dignity and the feelings of others.
 - Exercises discretion while working with customers and colleagues.
 - Accepts/Utilizes successes, mistakes and problems encountered as basis for self and organizational improvement.

PROGRAM ASSOCIATES ORGANIZATION PERFORMANCE REVIEW PROCESS

Introduction

It is important that each employee knows how his/her supervisor views progress and ability to perform on the job. This form establishes that dialogue and its value comes from the discussion of the information in the light of the coaching process rather than an employee interpreting it on his/her own. This review must be discussed and a dialogue opened.

For the employee

Your review should be constructive in nature and have a balanced dialogue concerning your progress in relation to performance standards. If you and your supervisor have different perceptions concerning your performance or standards, support your view with appropriate data and be sure you have a clear understanding of your supervisor's expectations by listening well and asking questions. This process is meant to be a dialogue to reach mutually agreed upon standards, and the coaching process should allow you and your supervisor to develop plans to meet the agreed upon expectations.

For the supervisor

Establish a climate of trust and open communication. Explain levels of performance and criteria for performance review. Recognize accomplishments. Provide employee with flexibility and choice whenever possible. Encourage employee's comments and listen carefully. Remember that the purpose of the dialogue is for you, as coach, to help find ways for the employee to meet expectations within a framework of realistic planning for improvement. Above all, be honest.

Performance Standards

The performance review process recognizes two types of performance standards: quality standards and developmental standards. Quality standards are developed from each employee's job description as a means of assessing the satisfactory achievement of basic responsibilities. Developmental standards are enhancement, improvement, or growth activities jointly selected by the employee and his/her supervisor. Both quality and developmental standards may be revised during the course of the performance review process as the result of changing job requirements.

Performance Rating Scale

This scale is only a guide to help you assess performance. The criteria are meant to be for guidance only: E = excellent; S = satisfactory; N = needs improvement; U = unsatisfactory.

- Excellent-- Performance exceeds expectations.
- Satisfactory - Performs responsibilities in a fully satisfactory manner; meets all expectations.
- Needs Improvement - Performance meets some expectations of job; improvements are needed.
- Unsatisfactory - Current performance is clearly unacceptable.

APPENDIX A

PAO PERFORMANCE REVIEW PROCESS

Name: _____ Division: _____

Position: _____ Level: _____

Date:

This process was created as a means for PAO employees and their supervisors to assess performance on the job in relation to organizational values, standards of quality performance as determined by the employees and their supervisors, and specific targets or standards for professional growth. This document should be used to summarize a constructive, on-going dialogue of continuous improvement between the employee and the supervisor.

Note: Please attach a copy of the employee's job **description, performance standards, and related goals and objectives**, as well as any other appropriate documentation (i.e. award certificate) to this appraisal form.

I. Performance Standards — please comment on progress below

| | Mid Rating | Final Rating |
|--|---------------|-----------------|
|--|---------------|-----------------|

A. Quality Standards:

Q.1 _____

Q.2 _____

BOCES MISSION

The BOCES mission is to provide leadership, programs and services to assist school districts in meeting the needs of their communities more completely, effectively and efficiently through quality planning and actions. (Adopted by the Board of Cooperative Education Services 9/16/96)

Quality Standards (continued)

| | Mid Final Rating | Rating |
|---------------------------------------|----------------------------------|----------------------------------|
| Q. 4 _____ _____ _____ _____ | _____ _____ _____ _____ | _____ _____ _____ _____ |

B. Developmental Standards:

| | | |
|---------------------------------------|----------------------------------|----------------------------------|
| D. 1 _____ _____ _____ _____ | _____ _____ _____ _____ | _____ _____ _____ _____ |
| D. 2 _____ _____ _____ _____ | _____ _____ _____ _____ | _____ _____ _____ _____ |

APPENDIX B-1 INTENT TO SEEK REIMBURSEMENT FOR TUITION COSTS

(Due to the Division Director no later than January 5)

Pursuant, to ARTICLE X - Professional Improvement, it is my intent to pursue taking a college course(s) during the next school year. It is my desire to take a course(s) that is directly related to current job responsibilities or planned changes in such responsibilities, and that will clearly contribute to the BOCES operation or program(s).

I will submit on the required form (Appendix B-2), the necessary information prior to the start date for the course(s) (Please allow two months).

NAME _____ DIVISION _____ DATE _____

Number of credit hours anticipated taking at this time: (Maxim of 9 per year)

APPENDIX B-2 APPLICATION AND RECORD FOR TUITION COSTS REIMBURSEMENT

Name: _____ Division: _____ Date: _____

The purpose of tuition cost reimbursement is to compensate employees enrolled in degree programs or courses that (1) are necessary for job improvement or (2) that clearly contribute to the BOCES operation or program(s). It is not to be used for personal growth unless it is directly related to the objectives of the BOCES.

1. In accordance with PAO Article X - Professional Improvement, I am requesting approval to
 enroll in the degree program *or* take the course(s) listed:
 Degree Program: _____ Check if previously approved

College or University: _____

Course Title: _____

Cost: _____ Course #: _____ Dates: _____

Course Title: _____

Cost: _____ Course #: _____ Dates: _____

2. Purpose for enrolling in degree program or taking course(s). Attach a copy of the degree program or course description(s).

3. How will this activity benefit the classroom/division/BOCES? (Use additional sheets if necessary.) (Skip if degree program was previously approved.)

| 4. Approval Routing: | Approved/Not Approved* | Signature | Date |
|----------------------------|------------------------|-----------|-------|
| Supervisor(if appropriate) | _____ | _____ | _____ |
| Director | _____ | _____ | _____ |
| District/Deputy Supt. | _____ | _____ | _____ |

*If not approved, explain: _____

Request For Payment Section

I certify that the attached receipt(s) and transcript(s) represent actual costs for the course(s) taken as approved. In the event that part or all of my tuition reimbursement must be returned to BOCES under Article X, I authorize BOCES to withhold the amount to be returned from my last paycheck.

Signature _____ Date _____

Request for payment must be accompanied by all receipts, transcripts and a purchase order payable to the applicant for the amount due.

APPENDIX C LEVEL PLACEMENT

| | Position Title |
|---------|---|
| LEVEL 9 | Executive Principal |
| LEVEL 8 | Associate Director-NERIC CTE Coordinator Principal Principal-Adult Education Principal-CTE Principal-Health Careers & Services Principal-P-Tech Principal-SPED |
| LEVEL 7 | Assistant Director Communications & Public Relations (BOCES) Assistant Director Coordination and Library Services Assistant Director Curriculum & Instruction Assistant Director- Educational Support Services Assistant Director ESS & MGS Assistant Director-Management & Administrative Services Assistant Director NERIC Director of Shared Food Services Program Director of Technology Director of Transportation Health Careers & Services Supervisor Supervisor Adult Education & Programs Supervisor-Clinical Coordination-CAPIT Supervisor-Health, Safety & Risk and Chief Safety Officer Supervisor-Instructional Resources Supervisor-Student Services Transportation Supervisor |
| LEVEL 6 | Administrator of Grants & Development Adult Education Program Manager (BOCES) Assistant Principal Assistant-Principal-Cooperative Virtual Learning Academy Assistant Principal-CTE Assistant Principal-SPED Data Processing Operations Supervisor Dean of Students Library & Arts Program Manager Manager Instructional Technology Services Managing Program Coordinator II (21st Century Skills) Managing Program Coordinator II (Administrative Services) Managing Program Coordinator II (Business Services) Managing Program Coordinator II (E-Learning Technologies) Managing Program Coordinator II (Financial Services) Managing Program Coordinator II (Health, Safety & Risk) Managing Program Coordinator II (Instructional Services) Managing Program Coordinator II (Network Services) Operational Manager of Shared Food Service Programs (BOCES) Program Manager-Educational Support Resources Program Manager ESS Program Manager-Personnel Management Services Program Manager-Professional Development- Educational Support Services Purchasing Agent (BOCES) |

School Improvement & Systems Analyst
Senior School Lunch Director
Special Education Coordinator

- LEVEL 5
- Administrative Dietitian
 - Business Development & Marketing Manager (BOCES)
 - Communications & Public Relations Coordinator (BOCES)
 - Culinary Manager
 - Deputy Purchasing Agent
 - Managing Program Coordinator I (21st Century Skills)
 - Managing Program Coordinator I (Administrative Services)
 - Managing Program Coordinator I (Business & Community Partnerships)
 - Managing Program Coordinator I (Business Services)
 - Managing Program Coordinator I (Computer & Systems Integration)
 - Managing Program Coordinator I (Educational Support Resources)
 - Managing Program Coordinator I (E-Learning Services)
 - Managing Program Coordinator I (E-Learning Technology)
 - Managing Program Coordinator I (Financial Services)
 - Managing Program Coordinator I (Health, Safety & Risk)
 - Managing Program Coordinator I (Instructional Services)
 - Managing Program Coordinator I (Network Services)
 - Managing Program Coordinator I (Procurement)
 - Managing Program Coordinator I (Substitute Coordination Service)
 - Managing Program Coordinator I (Systems Architecture)
 - Managing Program Coordinator I (Transition Services)
 - Program Manager I (Communications Services)
 - Program Manager I (Grants Services)
 - Project Management Specialist (NERIC)
 - Program Supervisor-Educational Support Services
 - School Lunch Director
 - Shared Pupil Transportation Analyst
 - Supervising Training Specialist
 - Supervising Computer Programmer
 - Supervisor-Educational Support Services
 - Technology Operations Manager (BOCES)
 - Transportation Coordinator
- LEVEL 4
- Administrative Assistant II
 - Applications Developer (BOCES)
 - Assistant Program Manager I (Communication Services)
 - Assistant Program Manager I (Grant Services)
 - Data Privacy Risk Specialist
 - Librarian III-Electronic & Media Resources
 - Municipal Safety Coordinator (BOCES)
 - Operations Control Manager
 - Program Coordinator (Adult/Adolescent Parenting)
 - Program Coordinator II (Administrative Services)
 - Program Coordinator II (Adult/Adolescent Parenting)
 - Program Coordinator II (Business & Operational Support Services)
 - Program Coordinator II (E-Learning Services)
 - Program Coordinator II (Financial Services)
 - Program Coordinator II (Health, Safety & Risk)
 - Program Coordinator II (Instructional Services)
 - Program Coordinator II (Internal Systems Support)
 - Program Coordinator II (Medicaid & Data Services)
 - Program Coordinator II (Organization, Planning & Development)
 - Program Coordinator II (Personnel Management Services)

Program Coordinator II (Procurement)
Program Coordinator II (Records Management)
Program Coordinator II (Transition Services)
Programming Technology Specialist III
School Lunch Manager
Senior Business Community Liaison
Senior Information Security Analyst
Senior Shared Food Service Programs Specialist (BOCES)
Senior Network & Systems Technician (BOCES)
Training Specialist II

LEVEL 3 Administrative Assistant I
Assistant Actuary
Bursar (BOCES)
Business Community Liaison
Community Resource Liaison (School Districts)
Community Service Coordinator (BOCES)
Digital Content Specialist
Dietician
Educational Data Coach/Analyst
Financial Aid Examiner
Fleet Maintenance Coordinator
Grant Writer (BOCES)
Graphic Artist
Information Security Analyst
Instructional Coach
Instructional Coach-Data
Instructional Coach-ELA
Instructional Coach- Literacy
Instructional Coach-Math
Instructional Coach-Science
Instructional Coach-Special Education
Junior Applications Developer
Librarian II-Electronic & Media Resources
Literacy Zone Case Manager (BOCES)
Literacy Zone Coordinator (BOCES)
Network & Systems Technician (BOCES)
Photographer (BOCES)
Program Coordinator (Comprehensive School Health & Wellness)
Program Coordinator I (Administrative Services)
Program Coordinator I (Assistive Technology)
Program Coordinator I (Educational Support Services)
Program Coordinator I (E-Learning Technology)
Program Coordinator I (Financial Services)
Program Coordinator I (Fixed Asset Services)
Program Coordinator I (Health, Safety & Risk)
Program Coordinator I (Instructional Services)
Program Coordinator I (Medicaid & Data Services)
Program Coordinator I (Personnel Management Services)
Program Coordinator I (Records Management)
Program Coordinator I (Substance Abuse Assessment)
Programming Technology Specialist II
Project Management Specialist (BOCES)
Public Information Specialist (BOCES)
Senior Computer Programmer
Shared Food Service Program Specialist
Staff Development Planning & Training Coordinator (BOCES)

Student Management System Support Specialist
Suicide Prevention Coordinator (BOCES)
Training Specialist
Vocational Case Manager (BOCES)
Website Developer (BOCES)
Youth Services & Positive Behavior Specialist (BOCES)

LEVEL 2 Administrative Aide
 Audiovisual Support Specialist
 Customer Service Representative
 E-Document Program Assistant (BOCES)
 Help Desk Technician (BOCES)
 Information Processing Specialist
 Information Security Technician
 Programming Technology Specialist I
 Special Education Program Specialist

LEVEL 1 Administrative Aide Trainee
 Help Desk Technician Trainee (BOCES)
 Information Processing Specialist Trainee
 Information Technology Generalist Trainee
 Program Coordinator I Trainee (Administrative Services)
 Program Coordinator I Trainee (Financial Services)
 Program Coordinator I Trainee (Health, Safety & Risk)
 Program Coordinator I Trainee (Records Management)
 Programming Technology Specialist Trainee
 Public Information Specialist Trainee (BOCES)
 Special Education Program Specialist Trainee

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