

Tentative Agreement
Between the Syracuse City School District and STA Unit 8
June 20, 2025

ARTICLE 3 – BARGAINING UNIT

It is mutually agreed for the purpose of this Agreement, that the terms “employee” and “employees” shall include all Child Care Worker II's/**Behavior Support Specialists**, bus attendants, daily substitutes for teaching assistants, lifeguards, refugee translators, school monitors, school sentries, teacher aides, teaching assistants, and teaching assistant/substitutes (certified building substitutes) employed by the District on a full-time or regular part-time basis, excluding all other employees. Other titles may be added as mutually agreed by the Association and the District.

ARTICLE 7–SALARIES AND WAGES

~~A. — Regarding teaching assistants in terminal appointments, the terminal hire date determines the order for making probationary appointments. If the supervising administrator indicates that the teaching assistant is meeting district standards, the most senior teaching assistant in a terminal appointment will be considered for the next available probationary position.~~

~~C. — Unit members hired in or prior to 1978 who receive a rate above a job classification rate will continue to receive salaries above the job rate. These rates shall terminate as these members retire or resign from the district.~~

~~J. — The number of full time equivalent terminal teaching assistants shall match the number of teaching assistants on long term leave. Exceptions to this rule are part time teaching assistants who do not qualify for tenure. Part time teaching assistants will also be designated as terminal teaching assistants. At the end of the school year, terminal teaching assistants shall receive notice of whether they are returning the next school year.~~

K. Stipend for approved substitute duty – unit members, including teaching assistant/substitutes and teaching assistants ~~who to~~ act as substitute teachers, shall receive a stipend of ~~\$40.00 per day for the 2021-22 school year, \$45.00 per day for the 2022-23 school year, and~~ **\$550.00 per day (effective July 1, 2025)** ~~for the 2023-24 school year.~~

1. ~~Effective August 31, 2022 through June 30, 2023, ll~~ long-term TA substitutes, who previously retired as teaching assistants from the District, will be paid at the salary level equal with the salary they were paid prior to their retirement **or current job rate, whichever is greater**. Such pay shall commence on the first day of the assignment.

ARTICLE 8–HOURS OF WORK AND OVERTIME

A. The work week for School Monitors, Lifeguards, ~~Behavior Support Specialists~~, Social Work Assistants, and Librarian Assistants shall consist of Monday through Friday, with 7.0 hours of work scheduled between the hours of 6 a.m. and 6 p.m. ~~Beginning July 1, 2024, Behavior Support Specialists' and~~ Teaching Assistants' work week shall consist of Monday through Friday, with 7.5 hours of work scheduled between the hours of 6 a.m. and 6 p.m.

C. It is the intention of the parties that no one should be paid twice for the same time frame. The District shall track time worked by employees in the unit who are required to track their time by state and federal law. ~~Beginning July 1, 2022, r~~Required employees shall be responsible for using the District time keeping system to track their daily hours worked utilizing timecards or a digital swipe/sign-in system.

G. Where a teaching assistant or teaching assistant substitute (certified building substitute) works more than ~~seven~~ six and a half (6 7 ½) hours, not including lunch, in a day where they go from an early school to a late school they will be paid their hourly rate for such time worked beyond their normal work day.

ARTICLE 9 – RETIREMENT

~~A. The District agrees that all eligible employees shall be entitled to retirement benefits as provided by the New York State Retirement System effective at the time of employment. Certified teaching assistants who become eligible for membership in the New York State Teachers' Retirement System, upon application, shall receive their retirement benefits under that system.~~

B. Sick Leave Conservation Incentive Plan

1. Eligibility – To be eligible under the Sick Leave Conservation Incentive Plan, an employee must have been employed by the District a minimum of ten (10) years for retirement benefits under the applicable New York State Employees Retirement System or NYS Teachers' Retirement System, and have reached age 55, prior to the effective date of retirement. (Employees retiring prior to age 55 because of disability are excluded from this benefit).

2. Sick Leave Incentive – Sick leave incentive for an eligible employee will be computed by multiplying the employee's accumulated and unused sick leave times 30% of the employee's day rate based on the salary including longevity being received at the time of retirement.

~~Effective September 1, 2015, a~~Any employee who is eligible for retirement under the terms of their New York State Retirement System and submits an irrevocable notice of retirement by February 28th in the calendar year in which they are retiring shall receive a stipend, that will be computed by multiplying the employee's accumulated and unused sick leave times 30% of the value per full-time day based on the salary including longevity being received at the time of retirement.

3. Payment – ~~The parties agree to continue the current practice of making any retirement stipend in a member's 403(b) account. If a member does not have a 403(b), they must establish an account with an approved provider. Incentive will be paid on the first pay period following the employee's last regular paycheck.~~ This incentive will not be considered to be part of the employee's compensation for retirement purposes but must be included in taxable reported earnings.

ARTICLE 10-INSURANCE BENEFITS

D. Medical and Prescription Coverage Details

1. All eligible members will have the option to enroll in the District's Preferred Provider Organization (PPO) Healthcare Plan.

~~2. Any members currently enrolled in the HDHP plan, will have the opportunity to enroll in the District's Preferred Provider Organization (PPO) Healthcare Plan effective September 1, 2024. Upon ratification, no further seeding money will be provided to employees on the HDHP plan.~~

~~3. An open enrollment period will be initiated prior to September 1, 2024.~~

4. Effective September 1, 2024, Out of Pocket Expenses for the PPO plan shall be as follows:

~~E. Medical and Prescription Coverage Employees on the Health Savings Deductible Healthcare Plan (HSDP):~~

~~1. The annual deductible for individual and family coverage shall be at or above the minimum amount allowed for a High Deductible Healthcare Plan to remain qualified under the IRS regulations. The deductible shall be set for the duration of the school year (July 1-June 30) based on the announced or expected increase to the IRS minimum amount during that school year.~~

~~2. The District reserves the right to increase the deductible of the HSDP option in order to maintain qualification status under the IRS regulations.~~

~~3. Effective July 1, 2025, members will no longer be eligible for the HDHP plan. Those still on the HDHP plan will have the opportunity to enroll in the PPO plan or opt out of the District's coverage during the open enrollment period from May 1, 2025 – May 31, 2025.~~

D. Dental Benefits for All Employees

The monthly employee premium for dental insurance will be:

Effective:	Individual coverage:	Family coverage:
2024-2025	\$22.00	\$44.00
2025-2026	\$22.00	\$44.00
2026-2027	\$22.00	\$44.00
2027-2028	\$22.00	\$44.00
2028-2029	\$22.00	\$44.00

Remove this section, as it exists in the Health Plan Document

~~I. Coordination of Benefits~~

~~In the event that any member of the Unit, or his/her dependent, is eligible for benefits under another health plan and receives benefits there under, and the current plan or any future plan of the District insurance has a coordination of benefits provision, the District shall not be liable to make duplicate payments of benefits which have already been paid by such other plan and which the District's plan did not pay.~~

ARTICLE 11 – VACATIONS SCHOOL RECESS

A. All employees in the Unit shall be entitled to school recesses, with pay, as specified in the annual school calendar issued by the Superintendent of Schools, ~~provided that they have been on the active and current payroll for a period of thirty (30) calendar days preceding the period for which they are paid for time not worked. In no instance shall a period of paid vacation be in excess of the period of recess as set forth on the school calendar.~~ Representatives of the Unit will continue to be consulted about the development of the annual school calendar.

B. The ~~recess vacation~~ pay shall be computed upon the basis of the average hours worked in the work week for the thirty (30) day period preceding the vacation periods, exclusive of overtime. The ~~recess vacation~~ pay shall be based upon the current day rate of the employee.

C. In cases of duplication of paid time off from work provided under Article 11 – **School Recess Vacations**, and Article 12 – Holidays, the employees in the Unit shall be limited to payment of straight time once for the same hours not worked. The purpose of this paragraph is to prevent pyramiding in any form for payment of hours not worked.

D. If an employee requests and is granted an unpaid, excused day of absence by the Superintendent of Schools, immediately prior or subsequent to a normally paid ~~recess vacation~~ period, the employee shall be paid for that ~~recess vacation~~ period.

ARTICLE 13 – ~~TEMPORARY LEAVES OF ABSENCE PAID TIME OFF (PTO)~~

Language throughout the contract will be changed to reflect the transition from sick and personal leave to Paid Time Off.

Language in the section below will be implemented July 1, 2026. Strike-through language will also be removed July 1, 2026.

A. PTO Granting

Effective July 1, 2026, each member of the Unit shall be allotted seventeen (17) PTO days on July 1st of each school year. Of the 17 days allotted, five (5) will be directly placed into the employee's Reserve PTO Bank. If the full amount of the annual PTO allotment is not used in any school year, the amount not used shall be placed into the employee's Reserve PTO Bank. The annual allotment for part-time employees will be prorated based on the employee's standard work hours.

Members of the Unit employed with effective dates after the beginning of the school year shall be credited with PTO in accordance with the following table during the first year of employment:

<u>Effective Date of Appointment</u>	<u>PTO Credit</u>	<u>PTO Bank</u>
September 1 - September 30	12 days	5 days
October 1 - October 31	11 days	4 days
November 1 - November 30	9 days	4 days
December 1 - December 31	8 days	3 days
January 1 - January 31	6 days	3 days
February 1 - February 28 or 29	5 days	2 days
March 1 - March 31	4 days	1 day
April 1 - April 30	4 days	
May 1 - May 31	3 days	
June 1 - June 30	2 days	

There shall be no limit on the total number of PTO days accumulated in the reserve PTO Bank.

All employees hired before July 1, 2026 will be transitioned to the PTO system. Employees will receive their previous accumulated accruals from the prior system and have those days recounted in the PTO system. These prior-year PTO accruals will fall into the Reserve PTO Bank.

B. Request for Paid Time Off

1. Planned Absences

Employees shall be required to notify their building principal, or their designee, of their intent to use planned PTO days at least 5 school days prior to the date of absence. Any request of planned PTO days in excess of three (3) consecutive days must be submitted through the online procedure to the Office of Human Resources and approved in advance of the use of such days.

2. Unplanned Absences

The employee shall notify the building principal, or his/her designee, of the use of an unplanned PTO day according to reasonable procedures established for call in. If the employee anticipates that they will not return on the next day, the employee will notify the building principal/supervisor before the end of the workday whenever possible. The employee shall be responsible to notify the principal, or their designee, and the staff coordinator of any change in status which will affect the assignment of a substitute to the employee's position. The employee shall also notify the building principal/supervisor to inform them of the anticipated date of return whenever possible.

If an employee uses unplanned PTO days more than three (3) consecutive days, documentation must be submitted through the online procedure to the Office of Human Resources. That documentation will be reviewed to determine if the requested days will be approved.

The Superintendent or designee reserves the right to request documentation be submitted to support the use of unplanned absences to determine if PTO days can be used.

3. Use of PTO days prior to holidays or recesses

Planned PTO days may not be taken on days immediately preceding and/or after scheduled holidays or recesses unless authorized by the Office of Human Resources pursuant to a prior approved request submitted by the employee.

4. Use of PTO during inclement weather or emergency events

If schools are closed due to severe weather, or other emergency conditions, on a day when an employee has been granted PTO, said day (s) shall not be deducted from the employee's PTO accruals.

C. Reserve PTO Bank

1. The Reserve PTO Bank is an accrual that is specific to each employee and consists of previously unused PTO, including converted Sick Leave/Personal Leave time. This time provides employees with the ability to ensure against the risk of not receiving pay when they are out of work for longer than the yearly granted PTO. PTO Reserve Bank accruals may be used for an absence related to an FMLA qualifying event, illness, or emergency (as determined by the Superintendent or designee).

2. After employees have utilized 12 days within a school year, employees will be required to provide documentation for any additional absence. The absence and documentation will be reviewed by the Office of Human Resources to determine whether the absence meets the criteria for usage of the PTO bank as written above.

D. Separation from the District

Upon termination of employment, other than for reason of retirement, any remaining PTO days will be forfeited. If an employee has overused their PTO allotment, the District shall have the right to deduct any compensation for PTO in excess of the above from the employee's final paycheck.

A. Request for Temporary Leave of Absence

1. Any request for an excused, planned absence not otherwise covered by this Agreement shall be made in writing by the employee to the Superintendent through the Building Principal at least one (1) week prior to the requested time of absence. The Superintendent shall determine whether or not such request for excused, planned absence shall be approved, and notify the employee in question of his/her decision as soon as practicable. In the event permission is granted, the Superintendent also shall determine whether or not deduction from salary shall be made. The Superintendent may, in his/her discretion, waive the time limits specified herein.

B. Sick Leave

1. Each member of the Unit shall be allowed sick leave without loss of salary for at least twelve (12) working days in any year due to personal sickness or physical disability, including maternity. If the full amount of sick leave allowed is not used in any school year, the amount not used shall be accumulated from year to year. Members of the Unit employed with effective dates subsequent to September 1st shall be credited with sick leave in accordance with the following table during the first year of employment:

Effective Date of Employment	Sick Leave Credit
September 1—September 30	12 Days
October 1—October 31	10 Days
November 1—November 30	8 Days
December 1—December 31	7 Days
January 1—January 31	6 Days
February 1—February 28 or 29	5 Days
March 1—March 31	4 Days
April 1—April 30	3 Days
May 1—May 31	2 Days
June 1—June 30	1 Day

During the first year (12 consecutive calendar months) of employment, an employee must present a certified physician's explanation accounting for use of sick leave beyond five days. Failure to provide such explanation shall result in a loss of pay equivalent to the time absent beyond five days. The five days do not have to be consecutive.

At the beginning of each subsequent year of employment, twelve (12) sick days shall be credited to each Unit member's account. There shall be no limitation on the total number of sick leave days which may be accumulated.

2. The employees who are absent from duty because of illness may be required, at the discretion of the Superintendent, or a designee, to file a medical report with the School Medical Director. When such a report is requested, the Superintendent will make a determination whether sick leave payments shall be allowed.

3. The employee shall notify the Building Principal/Supervisor or his/her designee of the use of a sick day according to reasonable procedures established for call in. If the employee anticipates that he/she will not be able to return on the next day, the employee will call the Building Principal/Supervisor before the end of the work

day whenever possible. The employee shall be responsible to notify the Principal/Supervisor or his/her designee of any change in status which will affect the assignment of a substitute to the employee's position. In those cases where a sick leave is over five (5) days, the employee shall forward medical documentation and anticipated return date to the Health Services Office. The employee shall also call the Building Principal/Supervisor to inform of the anticipated date of return whenever possible.

4. Employees regularly employed by the District in the summer shall be allowed to use one (1) day of previously accumulated ~~PTO sick leave~~ during summer school employment.

~~5. Refugee Translators who are regularly scheduled to work over 10 hours per week will receive prorated sick leave.~~

~~E. Personal/Family Illness Leave~~

~~Leaves of absence up to five (5) paid working days shall be granted to an employee as follows:~~

~~1. All full-time employees shall be entitled to five (5) days of personal/family illness leave per school year, prorated for part-time employees. Any unused personal/family illness days shall be credited to the employee's sick leave account at the end of the school year.~~

~~2. All full-time employees shall be required to notify their Building Principal, or his/her designee, of their intention of using a personal leave day at least five (5) school days prior to the date of the leave, except under unusual circumstances (for such proceedings as financial, real estate closing, internal revenue business, legal court appearance, estate settlement, legal consultations, reading of will, adoption, educational involving personal or family registration, graduation). Although reasons need not be stated by the employee, it is understood and agreed that the purpose of this Article is to permit a employee to attend to personal matters which cannot be accomplished during other than normal working hours.~~

~~3. Use of consecutive personal leave days, except for reasons of family illness, shall be granted only after an employee has filed a request, in writing, with the Personnel Director stating reasons for such absence. Requests which do not meet the intent of the use of personal leave (see 2 above) or are not filed sufficiently in advance will be denied.~~

~~4. Personal leave days may not be taken on days immediately preceding and/or subsequent to scheduled vacations except in cases of family illness or unless authorized by the Superintendent or his/her designee pursuant to a valid written request submitted by the employee.~~

~~5. In the event that schools are closed due to severe weather, or other emergency conditions, on a day when an employee has been granted personal leave, said day shall not be deducted from the employee's allotment if the employee certifies in writing to the Human Resources Office that the personal business for which the day was taken could not be conducted on that day because of the severe weather or emergency conditions which caused the school(s) to be closed.~~

~~6. Illness in the immediate family (as identified in section D.2).~~

~~L. Leaves without Pay~~

~~There shall be a District Committee, consisting of one (1) Unit 8 member to be appointed by the Association, one (1) Administrator to be appointed by the District, and one (1) individual to be selected by the other two (2), to review requests from employees for short term unpaid leaves of absence, of up to five (5) school days. Said leaves shall be granted only to accommodate unusual or extraordinary circumstances and limited to the extent there shall be no more than a total of thirty (30) days available for leaves of this kind during any school year. A written request~~

for such leaves must be submitted to the Committee at least thirty (30) days prior to the date of the leave unless circumstances make it impossible to do so.

M. Temporary Military Service

~~1. Employees shall be paid all salary and other benefits for any and all periods of absence while engaged in the performance of ordered temporary military duty and while going to and returning from such duty, as required by New York State Military Law. If possible, notice will be given the Building Principal or Supervisor at least two (2) weeks in advance and shall be transmitted, at the same time, in writing, to the Superintendent. Every effort shall be made by such employee affected by this Paragraph to serve temporary active duty obligations during periods of time when school is not in session and at the request of the Superintendent or his/her designee, such employee shall be required to provide evidence of such effort in the form of a written request to the appropriate military authority to serve at a time when school is not in session. The Board agrees to intervene with higher military authorities in an effort to assist the employee who is attempting to comply with this stipulation. It is the intention of the parties that employees shall not serve temporary voluntary military duty during the periods that school is in session.~~

~~2. Military leave of absence for employees shall be granted pursuant to the New York State Military Law and any other state or federal statutes which may apply. Such military leave of absence shall be granted to any employee while engaged in the performance of ordered military duty, and while going to and returning from such duty, as provided by law, except the term "ordered" shall not include those instances where the leave is as a result of employee contrivance, whether by planned acquiescence or other means direct or indirect, to arrange for such duty to be taken at a time when it is not actually required by the military and/or inconvenient to the needs of the District. Absence of an employee, pursuant to this Paragraph during time of national emergency, shall not constitute an interruption of continuous employment. An employee returning from military leave of absence shall be entitled to the full military service credit then allowed for salary purposes to new applicants for positions in the District. All provisions of this sub-paragraph shall be amended in accordance with any changes in federal or state legislation which delimit any of the above provisions.~~

N. Inclement Weather and Other Emergency Conditions

~~1. Each employee shall receive full pay for absence due to inclement weather or other emergency conditions when so certified by the Principal or Supervisor and approved by the Superintendent.~~

2. The official closing of schools by the Superintendent shall not result in loss of pay by any employee unless such closure is the result of unauthorized absence from duty by members of the Unit or unless an employee has been granted excusal from duty, without pay, for the day or days of such closing.

~~3. Any employee who is on sick leave with pay on days when schools are closed due to weather conditions or other emergencies will receive full pay for such days and will not have said days deducted from his/her accumulated sick leave allowance.~~

4. In the event that schools are officially closed by the Superintendent for a period of time sufficient to require an alteration in the official School Calendar for the remainder of the year to make up the time lost, no additional compensation shall be paid to any employee for the days thereby added to the School Calendar.

5. On such emergency closing days, hourly employees will be paid the full amount for the number of hours scheduled for work on the day of closing.

ARTICLE 14 – EXTENDED LEAVES OF ABSENCE

~~A. — Unit 8 members who have completed one year in the District may be granted leaves of absence, upon the recommendation of the Superintendent and the approval of the Board of Education, which shall be without loss of job status. All requests for leaves of absence shall carry affirmation of intention of the applicant to return to an assignment in the District upon the termination of such leave.~~

~~B. — Unit 8 members shall submit a written application for leave of absence to the Superintendent or Designee, stating the specific reason for the leave and must be filed at least (30) days prior to the effective date of leave whenever possible. Members shall furnish whatever evidence which may be required by the Superintendent or Designee in support of their request.~~

~~C. — Leaves shall be granted for a period of one (1) year at a time. Where leaves are permitted for over one (1) year, the member shall inform the Superintendent or Designee in writing of their intention to return for the next school year or their request for additional leave.~~

~~D. — The Board of Education reserves the prerogative of recalling to service any or all members who have been granted leaves of absence, when an emergency or staff shortage makes such action necessary. It is understood, however, that leaves granted for personal illness, approved educational commitments or military service shall not be affected by this provision.~~

~~E. — All leaves must terminate at least five (5) working days prior to any scheduled holiday or recess; or, on or after the first working day following such holiday or recess.~~

~~F. — A member returning from any extended leave of absence may be reassigned to any vacancy within the District within job title.~~

~~G. — If during the period of any such leave, the employee accepts other employment, the District reserves the prerogative of recalling the member to service.~~

~~H. — The Superintendent with the approval of the Board of Education shall have the discretion to extend the leaves of absence beyond the stated periods.~~

~~I. — Any member who is granted a leave of absence under the provisions of this Article shall not be eligible for any payments with the exceptions of approved sabbatical payments under the Career Ladder, or of payments approved by the Board of Education for military leave. Leaves shall be granted for the following reasons:~~

~~1. — Extended Personal Illness — A member whose personal illness extends beyond the period of accumulated and extended sick leave, will be granted a leave of absence for such time as is necessary for recovery from such illness, up to a maximum of two (2) years. Such leave of absence shall be supported by physician's certificate. Upon return from this leave, the member shall be required to furnish a doctor's certification indicating fitness to return to employment. At the end of two (2) years, if the member is unable to return, the member's employment may be terminated, subject to applicable laws and regulations.~~

~~2. — Child Care/Maternity — Any member shall be granted, upon written application, a leave of up to one (1) year. This leave may not be granted if more than one parent remains home with the child unless there are exceptional and medically compelling circumstances.~~

~~3. — Military Leave of Absence — shall be granted to any employee while engaged in the performance of ordered military duty, and while going to and returning from such duty as provided by law, except the term~~

~~"ordered" shall not include those instances where the leave is as a result of employee contrivance, whether by planned acquiescence or other means direct or indirect, to arrange for such duty to be taken at a time when it is not actually required by the military and/or inconvenient to the needs of the District.~~

~~4. Personal – A member may be granted, at the discretion of the Superintendent, an unpaid leave of absence of up to one (1) year for personal reasons, including but not limited to illness in the immediate family and care of an elderly person. At the end of one (1) year, if the member is unable to return, the member's employment may be terminated, subject to applicable laws and regulations.~~

~~5. Continuing Education – A member shall be granted a continuing educational leave of absence for a period not to exceed one (1) year for the purpose of obtaining or maintaining education needed for certification or license. A member may be granted a continuing educational leave of absence for a period not to exceed one (1) year for the purpose of improving his/her educational credentials.~~

A. Procedures

1. Employees who have acquired permanent appointment in the District may be granted unpaid leaves of absence, which shall be without loss of permanent appointment, upon the recommendation of the Superintendent of Schools and the approval of the Board of Education. All requests for leaves of absence shall carry affirmation of intention of the applicant to return to an assignment in the District upon the termination of such leave. In order to receive an approved leave, employees will sign a form in which they agree to return at the end of their leave, and if they do not return, it will be considered a resignation from their position.

An employee who is granted a leave of absence under the provisions of this Article shall not be eligible for any of the payments set forth in Article 13 ~~(Temporary Leaves of Absence)~~ (PTO) of this Agreement while on such leave.

2. The Superintendent or designee is also authorized to grant leave of absence to probationary employees under ~~extraordinary~~ circumstances deemed acceptable to them ~~him/her~~.

3. Any member who is granted a leave of absence under the provisions of this Article shall not be eligible for any payments with the exceptions of approved sabbatical payments under the Career Ladder, or of payments approved by the Board of Education for military leave.

B. Request

Employees shall make application for an extended leave of absence, in writing, using the established online process. The application shall be directed to the Chief Human Resources Officer, stating the specific reason for the leave. The application shall be filed at least forty-five (45) days prior to the effective date of the leave. Employees shall furnish any evidence in support of their request as may be required by the Chief Human Resources Officer.

Extended leaves of absence may be requested for the following reasons:

- Continuing Education
- Personal or Family Illness
- Childbearing or childcare
- Military Leave

C. Length

Leaves of absence may be granted for a period of up to one (1) year. Employees on full year leaves of absence shall notify the, Chief Human Resources Officer, prior to April 1st, of their intention for the following

school year. Return to duty from extended leave of absence shall be governed by the terms of the agreed upon length of the leave. Exceptions shall be permitted when, in the discretion of the District, there are good and sufficient reasons to do so.

D. Substitute Availability

Planned leaves of absence are contingent upon the availability of qualified regular substitutes. Regular substitutes shall be appointed and their names carried in the minutes of the Board of Education.

E. Recall from Leave

The Board of Education reserves the prerogative of recalling to service any or all employees who have been granted leaves of absence when an emergency or employee shortage makes such action necessary. It is understood, however, that leaves granted for personal illness, maternity, approved educational commitments, military service, Red Cross, Peace Corps, or V.I.S.T.A. service shall not be affected by this provision.

If, during the period of any such leave granted hereunder, the employee accepts other employment, the District reserves the right of recalling the employee to service.

F. Reassignment

An employee returning from any leave of absence may be reassigned to any vacancy within the District for which he/she is qualified, such assignment being the same, or substantially the same, as the position previously held.

G. Salary Increase

For the year in which an employee is on an unpaid leave of absence, there shall be no increase in salary.

H. Termination of Leave

All leaves of absence must terminate:

1. At least five (5) working days prior to any scheduled holiday or recess; or
2. On or subsequent to the first working day following such holiday or recess.

Employees who are on a leave of absence for more than one (1) year may be terminated pursuant to the applicable provisions of Education Law or Civil Service Law and Regulations.

5. Continuing Education – A member shall be granted a continuing educational leave of absence for a period not to exceed one (1) year for the purpose of obtaining or maintaining education needed for certification or license. A member may be granted a continuing educational leave of absence for a period not to exceed one (1) year for the purpose of improving his/her educational credentials.

ARTICLE 16 – BUS AND STUDENT ATTENDANTS

~~G. District and the Association will establish a procedure to identify interested employees within sixty (60) days from ratification.~~

ARTICLE 17 – NEW EMPLOYEES

A.

~~Teaching assistants who participate in a mandatory orientation outside the normal work day will be granted a one-half compensatory day (2 ½ – 3 hours). The request for compensatory time must be made to and approved by the building administrator. Every effort will be made to arrange for compensatory time to be used when students are not in the building.~~

~~B. — It is agreed that each newly hired employee in the Unit shall serve a training period not to exceed twenty-six (26) weeks, and shall not be considered permanent until a formal job evaluation has been completed by the appropriate School District official with the exception of teaching assistants who are regulated by the Education Law.~~

ARTICLE 19 – EMPLOYMENT STATUS

A. Probationary and Permanent Appointments

A. When conditions make it necessary to reduce the bargaining unit by means of temporary and/or permanent layoff, the determination as to which jobs and/or individuals are to be eliminated shall **be in accordance with Civil Service Law**. ~~within the sole discretion of the Superintendent or the Superintendent's designee. In making such a determination, seniority shall be the determining factor if such factors as ability and qualifications, special training, experience in required tasks, performance on the job, evaluation reports, etc., are equal. Seniority shall be defined as continuous length of service since the last date of hire by the District within job classification consistent with appropriate State Law and Regulations. The job classifications for seniority purposes shall be as follows: teaching assistant, school monitor, bus attendant and separately, each such position within the Comprehensive Employment and Training Act, or any successor program.~~

~~B. — All employees except teaching assistants who lose their jobs as the result of a reduction in force shall be placed on a preferential rehire list for a period of one year. In the event there is a recall to work, employees on the preferential list will be offered, in order of seniority as determined on the list, job openings within their job classification for which they are available and qualified. The Superintendent of Schools or designee will determine whether or not an employee on the preferential list is qualified, taking into consideration such factors as experience in required tasks, performance on the job, ability and qualifications.~~

C. The rights of teaching assistants in the event of a reduction in force shall be consistent with the provisions of State Education Law.

~~D. — All employees employed by the District on or before July 1, 1975, as teacher aides or teaching assistants who previously worked as teacher aides and accrued seniority in that job classification shall not lose any accrued seniority as a teacher aide as the result of their transfer into the position of teaching assistant.~~

D. There shall be no other exercise of seniority across job classifications or “bumping” within the bargaining unit in the event of reduction in force, **unless permitted under Civil Service Law**.

ARTICLE 21 – SCHOOL SENTRY

A. Hours and Wages

3. The District will determine how many School Sentries are needed on each shift, their duty stations, and specific duties within the “Typical Work Activities”.

A full-time shift will consist of an 8-hour day inclusive of one half hour paid lunch and two fifteen minute breaks. Established shifts will be ~~between the hours of 7 a.m. and to 3 p.m., 9 a.m. to 5 p.m., or 3 p.m. to 11 p.m.~~ Shifts may be both school specific and mobile. Shifts will not be regularly rotating or alternating, except with the expressed willingness of the employee(s), but may be adjusted as necessary to meet the needs of the District **in extenuating or unforeseen circumstances., such as when a change in arrival and/or dismissal times occur.** Schedules will not be rotated for the convenience of covering overtime shifts.

6. The District agrees to pay a shift differential of \$.25 per hour for all hours of work after 5 p.m **and for all hours of work at out-of-District events.**

F. Professional Development

1. The District ~~will~~ **shall** provide 20 hours of required professional development per year. **Such professional development shall include onboarding upon hiring, along with continuing professional development throughout the school year.** Such professional development ~~will~~ **may** occur outside of normal work hours and will be compensated at the sentry's normal hourly rate. At the District's discretion, professional development under this section may occur during summer break.

G. Lead Sentry

7. Those individuals who are selected as Lead School Sentries shall receive a stipend of ~~\$43.00~~ **\$43.00** per hour.

ARTICLE 28 – LENGTH OF AGREEMENT

A. The provisions of this Agreement shall be effective as of July 1, 20~~19~~**25**, and shall remain in full force and effect up to and including June 30, 20~~24~~**29**, and shall be renewed automatically from year to year thereafter unless written notice of desire to terminate or modify is given by either party to the other on or before the expiration date.

APPENDIX B

WAGES:

Annual Hire Rate	2025-2026*	2026-2027*	2027-2028*	2028-2029*
Teaching Assistant	5% Increase to salary	4.5% Increase to salary*	4% Increase to salary	3% Increase to salary
School Monitor	5% Increase to salary	4.5% Increase to salary*	4% Increase to salary	3% Increase to salary
School Sentry	5% Increase to salary	4.5% Increase to salary*	4% Increase to salary	3% Increase to salary
Lifeguard	\$2,100 Increase to salary	\$1,750 Increase to salary*	Salaries over \$35,000 receive \$1,750 increase to salary. Salaries under \$35,000 receive \$1,250 increase to salary.	3% Increase to salary
Behavior Support Specialist	5% Increase to salary	4.5% Increase to salary*	4% Increase to salary	3% Increase to salary
Teacher Aide	\$1.50 Increase to hourly rate	Hourly rates above \$21.00hr \$1.00 Increase to hourly rate Hourly rates below \$21.00hr \$.85 Increase to hourly rate	Hourly rates above \$21.00hr \$1.00 Increase to hourly rate Hourly rates below \$21.00hr \$.85 Increase to hourly rate	\$.85 Increase to hourly rate
Bus Attendant	\$1.50 Increase to hourly rate	Hourly rates above \$21.00hr \$1.00 Increase to hourly rate Hourly rates below \$21.00hr \$.85 Increase to hourly rate	Hourly rates above \$21.00hr \$1.00 Increase to hourly rate Hourly rates below \$21.00hr \$.85 Increase to hourly rate	\$.85 Increase to hourly rate
Social Work/Librarian Assistant	5% Increase to salary	4.5% Increase to salary*	4% Increase to salary	3% Increase to salary

Annual Hire Rate	2025-2026*	2025-2026 Hourly Rate	2026- 2027*	2026- 2027 Hourly Rate	2027-2028*	2027- 2028 Hourly Rate	2028-2029*	2028- 2029 Hourly Rate
Teaching Assistant*	\$30,600	\$20.40	\$31,977	\$21.32	\$33,256	\$22.17	\$34,254	\$22.84
School Sentry	\$36,329	\$22.71	\$37,964	\$23.73	\$39,482	\$24.68	\$40,667	\$25.42
Lifeguard	\$25,866	\$18.48	\$27,616	\$19.73	\$28,866	\$20.62	\$29,732	\$21.24
Behavior Support Specialist	\$47,208	\$31.47	\$49,332	\$32.89	\$51,306	\$34.20	\$52,845	\$35.23
Teacher Aide	n/a	\$17.47	n/a	\$18.32	n/a	\$19.17	n/a	\$20.00
Bus Attendant	n/a	\$17.47	n/a	\$18.32	n/a	\$19.17	n/a	\$20.00
Social Work/Librarian Assistant	\$43,260	\$30.90	\$45,207	\$32.29	\$47,015	\$33.58	\$48,425	\$34.59

Annual Job Rate	2025-2026*	2025-2026 Hourly Rate	2026- 2027*	2026- 2027 Hourly Rate	2027-2028*	2027- 2028 Hourly Rate	2028-2029*	2028- 2029 Hourly Rate
Teaching Assistant	\$31,839	\$21.23	\$33,272	\$22.18	\$34,603	\$23.07	\$35,641	\$23.76
School Sentry	\$40,193	\$25.12	\$42,002	\$26.25	\$43,682	\$27.30	\$44,992	\$28.12
Lifeguard	\$28,045	\$20.03	\$29,795	\$21.28	\$31,045	\$22.18	\$31,976	\$22.84
Behavior Support Specialist	\$48,387	\$32.26	\$50,564	\$33.71	\$52,587	\$35.06	\$54,165	\$36.11
Teacher Aide	n/a	\$18.50	n/a	\$19.35	n/a	\$20.20	n/a	\$21.05
Bus Attendant	n/a	\$18.50	n/a	\$19.35	n/a	\$20.20	n/a	\$21.05
Social Work/Librarian Assistant	\$44,744	\$31.98	\$46,789	\$33.42	\$48,660	\$34.76	\$50,120	\$35.80

***The annual rate for uncertified Teaching Assistants in Long-Term Substitute Teaching Assistant roles will be set at \$29,143 (\$19.43 hourly rate) – not subject to annual salary increases.**

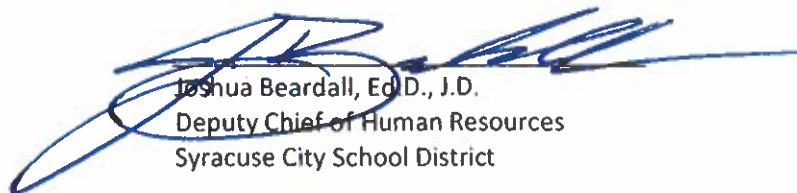
Longevity Stipend

Longevities		2023- 2024	2024- 2025	2025- 2029
Teaching Assistant	5 Years	\$400	\$400	\$500
School Sentry	7 Years	\$250	\$250	\$350
Social Work Assistant	10 Years	\$600	\$600	\$700
Behavior Support Specialist	12 Years	\$400	\$400	\$500
	15 Years	\$600	\$600	\$700
	17 Years	\$600	\$600	\$700
	20 Years	\$600	\$600	\$700
Longevities		2023- 2024	2024- 2025	
School Monitor	5 Years	\$330	\$330	\$430
Teacher Aide	10 Years	\$540	\$540	\$640
Life Guard	15 Years	\$600	\$600	\$700
Behavior Support Sp.	17 Years	\$250	\$250	\$350
	20 Years	\$600	\$600	\$625
Longevities		2023- 2024	2024- 2025	
Bus Attendants	5 Years	-.35/hr	-.35/hr	\$.65/hr
	10 Years	-.40/hr	-.40/hr	\$.70/hr
	15 Years	-.27/hr	-.27/hr	\$.70/hr
	20 Years	-.42/hr	-.42/hr	\$.75/hr

APPENDIX C-UNIFORM ALLOWANCE

School Sentries shall receive a uniform cleaning allowance in the amount of **Five Hundred Four Hundred Sixty** Dollars (\$460.00) per school year, paid at the rate of Forty-six dollars (**\$5046.00**) per month. This cleaning allowance will be paid on a quarterly basis. Sentries working extension of service will be provided additional cleaning allowances depending on the number of weeks worked.


 Nicole Capello
 President
 Syracuse Teachers Association


 Joshua Beardall, Ed.D., J.D.
 Deputy Chief of Human Resources
 Syracuse City School District