MEMORANDUM OF AGREEMENT
by and between the
Board of Education of the City School District of the City of Schenectady and the Schenectady Federation of Teachers

September 29, 2026

The Board of Education of the City School District of the City of Schenectady ("District") and the Schenectady Federation of Teachers ("SFT" or "Association") (collectively "Parties") have agreed on the following modifications to the Collective Bargaining Agreement for the period July 1, 2026 through June 30, 2030. Any item currently in the contract not addressed in this MOA shall remain in full force and effect. Any dates, page numbers, etc. shall be modified as a housekeeping item. The Parties further agree that all modifications as provided herein, are contingent upon ratification by the Association and the Board of Education.

Note, new language is underlined and removed language ~~stricken~~.

1. **Article 2 – "Recognition" Section 2.1** shall be modified as follows: The first paragraph of section 2.1 of the CBA shall be amended to add uncertified long-term substitute teachers appointed to an unencumbered position and who are working towards NYS certification ("uncertified long-term substitute teachers") in the recognition clause. These individuals are defined as individuals working as uncertified long-term substitute teachers who are appointed to work in an unencumbered position while the District continues a good faith recruitment to fill the position with a NYS-certified teacher.

2. **Article 5 - "Compensation" Section 5.1.** shall be modified as follows and updated salary schedules shall be included:

   The basic salary schedule for employees covered by this Contract for the period of July 1, 2026 through June 30, 2030 shall be modified as follows:

   2026-2027 All steps increased by 2.3%
   Create a Step 30 calculated at $500 more than Step 29 in 26-27.
   2027-2028 All steps increased by 2.3%
   2028-2029 All steps increased by 2.3%
   2029-2030 All steps increased by 2.3%

3. **Article 5 - "Compensation" Section 5.1.4 (a)** shall be modified as follows: "Master's Degree holders: Effective July 1, 2026 One hundred twenty dollars ($120) annually for each block of six (6) hours of credit above the initial 30 applicable master's credits earned. Applicable credits are defined as credits for coursework related to the employee's position in the District. Compensation for these credits shall begin upon receipt of the transcripts and there will be no retroactive payments"

4. **Amend 5.1.3** shall be amended to Read:
"A holder of a master's degree shall be paid an additional two hundred dollars ($200) per year. A holder of a Doctoral Degree and/or a Nationally Certified School Psychologist shall be paid an additional supplement of one thousand eight hundred dollars ($1,800) per year. The ~~National Board stipend~~/payment for Psychologists shall be discontinued upon expiration or non-renewal of such certification."

5. Article 5 - "Compensation" Section 5.2.2 shall be modified as follows:

    a. "Special Education Teachers: When self-contained K-12 classrooms (Social Development (SD), Learning Center, Skills Classes, Intensive Skills, & Transitional Skills) have assigned Paraprofessionals or Teaching Assistants, the self-contained K-12 Special Education teacher shall play a role in providing support, direction, professional development, and feedback to the paraprofessionals and/or TA's.

        i. Such work shall include making themselves available to provide feedback, professional development, and coaching on relevant topics.

        ii. Such Special Education teachers will be paid an additional one-thousand two hundred dollars ($1,200) annually for performing such work.

        iii. Teachers shall provide written summaries of meetings to the Assistant Superintendent of Student Support Services with paraprofessionals and/or TAs no less than quarterly.

        iv. The total amount paid under this paragraph shall be prorated based on the Special Education Teachers assignment

    b. When K-12 Co-Teach and Bridges classrooms have assigned Paraprofessionals or TA's, such Special Education Teacher shall play a role in providing support, direction, professional development, and feedback to paraprofessionals and/or TA's.

        i. Such work shall include making themselves available to provide feedback, professional development, and coaching on relevant topics.

        ii. Special Education teachers will be paid an additional eight hundred dollars ($800) annually for performing such work.

        iii. Teachers shall provide written summaries of meetings to the Assistant Superintendent of Student Support Services with paraprofessionals and/or TAs no less than quarterly.

    c. Speech Pathologists hired before ratification and all other Special Education Teachers assigned to work with children with disabilities ~~mentally, physically or functionally handicapped children~~ shall be paid an additional four hundred dollars ($400) annually.

6. Article 5 "Compensation" Section 5.2.3 shall be modified as follows:
   a. High School Department Chairpersons: Department heads in senior high school and certain employees performing functions similar to department head shall be paid a supplemental salary for the school year as set forth in addition to other pay.

Supplemental Salary	No. of Pupils in Department
$1,400 plus 3% of basic salary	Less than 500 pupils
$1,500 plus 3% of basic salary	From 500 to 999 pupils
$1,600 plus 3% of basic salary	1,000 or more pupils

   b. Effective July 1, 2027 High School Department Chairperson(s) shall receive payment equal to three percent (3%) of basic salary for work as Department Chairperson(s). In addition, such Association members shall be eligible to receive the applicable hourly rate defined in Section 5.3.15 of the CBA for any Department Chairperson work performed outside the teacher's regular work day.

   c. Effective July 1, 2027 Department Chairpersons shall no longer receive the supplemental salary of $1,400, $1,500, or $1,600 outlined in this section in the table above.

7. Article 5 "Compensation"
   a. Section 5.2.4 'Middle School Curriculum Leaders' shall sunset effective July 1, 2027.

   b. Section 5.2.6 shall be modified as follows:
   "City Wide Department Chairpersons: Department heads with city wide assignments shall be paid a supplemental salary for the school year as set forth in addition to other pay. In addition, department heads with supervision responsibilities in more than one (1) building shall receive supplemental pay in accordance with Section 5.2.5 (Multi-Building Assignments)"

Supplemental Salary	No. of Pupils in Department
$1,400 plus 3% of basic salary	Less than 500 pupils
$1,500 plus 3% of basic salary	From 500 to 999 pupils
$1,600 plus 3% of basic salary	1,000 or more pupils

   c. Effective July 1, 2027, City Wide Department Chairpersons shall receive payment equal to three percent (3%) of base salary and shall be eligible to receive

the applicable hourly rate defined in Section 5.3.15 Instructional Non-Contact Rate of the CBA for any Department Chairperson work performed outside the teacher's regular work day.

d. Effective July 1, 2027 Department Chairpersons shall no longer receive the supplemental salary of $1,400, $1,500, or $1,600 outlined in this section in the table above.

8. Article 5 "Compensation" Section 5.2.7 shall be modified as follows:

   a. Teacher Team Leaders selected for employment shall be compensated at a rate of two thousand dollars ($2,000) per year.

   b. ~~Effective July 1, 2027~~ Upon ratification of this Agreement by the SFT and Board, a 'Team Leader' title shall be established and shall include positions previously covered under Sections 5.2.4, 5.2.8, and 5.2.9 and those sections shall sunset.

   c. Effective July 1, 2027 5.2.7 Teacher Team Leaders selected for employment shall be compensated at a rate of two thousand two hundred dollars ($2,200) per year.

9. Article 5 "Compensation" Section 5.2.8 shall sunset effective ~~July 1, 2027~~ upon ratification of this Agreement by the SFT and Board.

10. Article 5 "Compensation" Section 5.2.9 shall sunset effective ~~July 1, 2027~~ upon ratification of this Agreement by the SFT and Board.

11. Article 5 "Compensation" Section 5.2.10 shall be modified as follows:
    a. Clinical Supervision for Licensed Clinical Social Workers ~~Mentor~~ and Speech Therapists ~~Mentor and First Teacher and SSS Mentors:~~ Licensed Clinical Social Workers & Speech Therapists who provide required Clinical Supervision to other Social Workers & Speech Therapists will be paid $580 for the first person, ~~an additional $290 for 2 people and an additional $290 for a 3rd person~~ and $290 for each additional person if being done in a group setting. Such persons shall be paid $580 per person if done individually and documented as such. Clinical supervision may only be mandated for up to two (2) people.

    b. Being a clinical supervisor for social work requires 2 hrs. of time per month for a total of ~~or~~ 20 hrs. per school year. Tasks include: writing scripts, reviewing and signing off on clinical notes, and supporting the social worker in their clinical practice through direct feedback in an in person or virtual meeting. Being a Speech Therapist Clinical Supervisor requires direct observation of a student's sessions once per quarter, writing scripts, reviewing and signing off on clinical notes.

12. Article 5 "Compensation" Section 5.2.12 shall be added as follows:

    a. Teacher Mentors: Unit members who provide mentoring to new teachers and student support staff, who need 20 hours of Mentoring per State Guidelines, shall

be paid $580 for the first mentee and an additional $290 for a second mentee. Those who mentor new teachers and student support staff, who need 10 hours of Mentoring per State Guidelines, shall be paid $290 for each.

b. Association members shall not be paid until completion of all mentor hours.

c. If an Association member does not complete the full number of hours because the mentee has left the District or is no longer being mentored by that unit member, the stipend shall be prorated.

d. Proof of mentoring shall be submitted to the District for payment to be issued.

13. Article 5 "Compensation" Section 5.2.11 shall be modified as follows:
    a. TCIS Certification Teachers who are, or become, fully TCIS certified and work within self-contained classrooms with students who exhibit intensive behavioral needs, shall receive an annual payment of one thousand dollars ($1,000). These classes include social development, transitional skills, and some intensive skills classes based on the student profile/learner characteristics.

    b. The Assistant Superintendent of Student Support Services may designate additional classes to be eligible for this stipend based on student behavioral support needs.

    c. All Student Support Services staff (social workers, psychologists, and counselors) who are, or become, TCIS certified are also eligible for the annual payment of one thousand dollars ($1,000). In certain self-contained classrooms where students exhibit intensive behavioral needs, the Assistant Superintendent of Student Support Services may require teachers to maintain the TCIS certification.

    d. Stipends as set forth herein shall be pro-rated for the duration of the assignment.

14. Article 5 "Compensation" Section 5.2.12 shall be added as follows:
    a. Special Education Social Development Stipend: Teachers who are assigned to work in self-contained classrooms with students who exhibit intensive behavioral needs, shall receive an annual payment of one thousand dollars ($1,000) annually.

    b. These classes include social development, transitional skills, and some intensive skills classes based on the student profile/learner characteristics. Social workers assigned to support 6:1:1 social development programs are eligible for this stipend as well.

    c. The Assistant Superintendent of Student Support Services may designate additional classes to be eligible for this stipend based on student behavioral support needs.

    d. Stipends as set forth herein shall be pro-rated for the duration of the assignment.

15. Article 5 "Compensation" Section 5.3.8 shall be modified as follows: Class ~~Deans~~ Advisors: The advisor to ~~an 8th grade~~ a class shall be paid an additional ~~two hundred ($200)~~ two hundred twenty ($220) dollars annually ~~and each co-advisor of a 12th grade~~

~~class shall be paid an additional five hundred ($500) dollars annually.~~

16. Article 5 "Compensation" Section 5.3.9 shall be modified as follows: Student Store Advisor: The advisor to the students operating a high school student store shall be paid an additional ~~two hundred dollars ($200)~~ four hundred twenty ($420) annually and ~~shall~~ may be assigned up to an additional two (2) weeks of work in the summer.

17. Article 5 "Compensation" Section 5.3.12 shall be modified as follows: ~~Senior High School~~ Advisors: In addition to any other compensation for the performance of the following activities at ~~the senior high school level~~, all levels except where noted, the advisor shall receive:

1 School Newspaper ~~$1,200~~ $1320
2 Marching Band Director ~~$1,250~~$1375
3 Yearbook Auditor ~~$1,700~~ $1870
4 High School Student Council Advisor ~~$ 900~~ $990
5 Jazz Band Director ~~$1,250~~ $1375
6 Select Chorus ~~$1,250~~ $1375
7 Yearbook Manager ~~$1,200~~ $1320
8 High School Literary Advisor ~~$1,200~~ $1320
9 ~~CCAS~~ – Assistant to Yearbook Advisor ~~$ 800~~ $880
10 IB-CAS (IB Creativity Action Services High School Advisors) ~~$1,000~~ $1,100
11 High School National Honor Society Advisor ~~$1,200~~ $1320
12 Orchestra Director ~~$1,250~~ $1375

~~b. Middle School Advisors: In addition to any other compensation for the performance of the following activities at the middle school level, the advisor shall receive:~~

1. Middle School Student Council Advisor (one per building) - ~~$ 500~~ $550
~~2. Middle School Yearbook Advisor (one per building) - $1,200~~

18. Article 5 "Compensation" Section 5.3.12.c. shall be modified as follows: High School Play Director(s) shall be paid an amount equal to six percent (6%) of ~~Step 1, Schedule II~~ Step 5, Schedule II (basic salaries) per drama production, up to a maximum of four (4) drama productions per school year.

18a Article 5 "Compensation" Section 5.3.12.d shall be modified as follows: The position of "Culinary Catering Leader" will be compensated at a rate of 7.5% of Step 5, Schedule II.

19. Article 5 "Compensation" Section 5.3.4 shall be modified as follows: Coaching Compensation: Coaching activities not otherwise covered in Article 5 shall be paid as set forth below.

~~Amounts are based on Step 1 and Step 5 of T2 Schedule~~

~~Effective July 1, 2017,~~ Coaching allotments shall be tied to Scheduled 2, Step 5 with the exception of Faculty Manager of Athletics, Aquatics Manager and Physical Fitness Training Coach, which shall be tied to Schedule 2, Step 1.

	Schenectady City School District Coaching Proposal 2026-27						
Group	**Sport / Role**	**Varsity Head 100%**	**Varsity Assist 80%**	**JV Head 80%**	**JV Assist 75%**	**Fr/Mod/ Unified Head 75%**	**Fr/Mod/ Unified Assist Coach 60%**
Group I - 100% of T2 Step 5	Basketball Football Flag Football Ice Hockey Wrestling Indoor Track Swimming	12%	9.6%	9.6%	9%	9%	7.2%
Group II - 80% of T2 Step 5	Baseball Lacrosse Soccer Softball Outdoor Track Cheerleading	9.6%	7.68%	7.68%	7.2%	7.2%	5.76%
Group III - 75% of T2 Step 5	Cross Country Tennis Volleyball	9%	7.2%	7.2%	6.75%	6.75%	5.4%
Group IV - 70% of T2 Step 5	Bowling Crew Field Hockey Golf Diving	8.4%	6.72%	6.72%	6.3%	6.3%	5.04%
	Longevity Stipends (for all Groups)						
	Years 0-4	-					
	Years 5-9	$800					
	Years 10-14	$1,500					
	Years 15+	$2,500					

Compensation of Interscholastic Coaches

A. The Coaches Salary Schedule is based on the concept that all sports and teams are equally important, and all participants are of equal stature. Compensation for any coaching position has no relationship to a winning or losing record.

B. The following considerations were analyzed and evaluated to establish compensation for interscholastic athletic coaches:

1. Number of Practice Days
2. Vacation Days
3. Number of Participants
4. Extra Long Days
5. Special Conditions such as facility needs, equipment needs & transportation

C. The base salary in the applicable contract year will be determined by multiplying Masters level Step 5 for the year by 12 percent. The result of this mathematical application will be known as the base. All other salaries will be a percentage of this base. Such percentages are reflected in the salary schedules.

All Coaches Salary tables will be indexed per the percent salary increase of the SFT Salary tables.

D. Longevity - Longevity will be granted for in-district coaching experience within the same sport. The experience may be in coaching interscholastic, intercollegiate or professional athletics. The experience need not be continuous. Out-of-district experience will be granted up to five years

E. For interscholastic teams that play beyond sectional play (in state regionals or state finals), coaches shall receive an additional 1/16 of their coaching salary for all regional and state play.

20. Article 5 "Compensation" Section 5.3.14 shall be renumbered to 5.3.14.a and modified as follows: Supervision of Lunch Program: Teachers who volunteer to work in the supervision of the lunch program shall be paid the following rate of compensation. The District and the Federation shall review these compensations annually.

Time	Compensation
30-45 min/day	$1,875
60 min/day	$2,500
90 min/day	$3,750

21. Article 5 "Compensation" a new Section 5.3.14.b shall be added as follows: Supervision of Breakfast Program: Teachers who volunteer to work in the supervision of a breakfast program for half (1/2) an hour per day prior to the teacher's regularly scheduled work hours shall be compensated at the rate of $1,250 annually.

22. Article 5 "Compensation" Section 5.3.15 shall be modified as follows and sections 5.3.15a and 5.3.15b shall be deleted:
~~Summer Enrichment, Summer School and After-School Programs~~:

~~Summer Non-Instructional Program: $30~~
~~Summer Instructional Program $35~~
~~School Year Non-Instructional Program: $30~~
~~School Year Instructional Program: $35~~

Instructional/Non-Instructional Work outside the workday: The following payment structure shall be followed when members of the CBA perform Instructional/Non-Instructional Work outside the workday:

Instructional contact rate: $45 per hour

This shall include activities where unit members provide academic and/or social emotional instruction to students, which requires teaching certification or appropriate professional licensure to deliver such instruction. (i.e. tutoring, swim instruction, SHS Night School, Instructional Summer or After-School Programs)

Instructional non-contact rate: $40 per hour

This shall include training, professional development, curriculum, professional development, committee participation and development, Project/program planning, and other non-instructional professional activities for all instructional initiative, grants and programs.

Non-Instructional contact rate: $35 per hour

This shall include activities where unit members provide direct supervision of students outside the regular workday, except as expressly covered elsewhere in the collective bargaining agreement. (i.e. Intramurals, clubs, free swim, Non-instructional Summer or After-School Programs, summer camps)

In all cases teachers must provide a record of work hours performed in order to receive payment in any of the categories above.

23. Article 5 "Compensation: amend 5.5 creating an a, b, and c.
    a. The District will reimburse licensed speech and language pathologists annually for the dues they pay to the American Speech-Language-Hearing Association (ASHA). Reimbursement will be made within thirty (30) days of submission of a fully paid receipt to the business office.
    b. The District will reimburse Licensed Clinical Social Workers for their triennial re-registration fee. Reimbursement will be made within thirty (30) days of submission of a fully paid receipt to the business office.
    c. The District will reimburse Nationally Certified Psychologists for their triennial re-registration fee. Reimbursement will be made within thirty (30) days of submission of a fully paid receipt to the business office.

d. Reimbursement will be made within thirty (30) days of submission of a fully paid receipt to the business office.

24. Article 6 "Benefits": Section 6.1.5 shall be modified as follows: Premium Contributions:

~~The District shall pay a sum equivalent to eighty five percent (85%) of the premium for individual coverage and eighty two (82%) of the premium for family coverage. An employee shall pay a sum equivalent to fifteen (15%) of the premium for individual coverage and eighteen percent (18%) of the premium for family coverage.~~ The contribution rates described herein shall apply to all health and dental insurance plans offered by the District ~~except as noted immediately below~~.

~~Effective January 1, 2017, for the "CDPHP EPO EA5L16" Plan offered directly by the Capital District Physicians Health Plan, the District shall pay a sum equivalent to eighty percent (80%) of the premium for individual or family coverage. An employee shall pay a sum equivalent to twenty percent (20%) of the premium for individual or family coverage.~~

~~Effective July 1, 2021, CDPHP will no longer be an available plan option and the rates will no longer be in effect.~~

Effective July 1, 2027, the health insurance contributions for shall be as follows:

Plan	District Contributions	Employee Contribution
Patriot Blue PPO	83% - Individual	17% - Individual
	80% - Family	20% - Family
Patriot Red	83% - Individual	17% - Individual
	80% - Family	20% - Family

Effective July 1, 2027, the health insurance contributions for shall be as follows:

Plan	District Contributions	Employee Contribution
Patriot Blue PPO	82% - Individual	18% - Individual
	80% - Family	20% - Family
Patriot Red	82% - Individual	18% - Individual
	80% - Family	20% - Family

Effective July 1, 2028, the health insurance contributions for shall be as follows:

Plan	District Contributions	Employee Contribution
Patriot Blue PPO	81% - Individual	19% - Individual
	80% - Family	20% - Family

Patriot Red	81% - Individual	19% - Individual
	80% - Family	20% - Family

Effective July 1, 2029, the health insurance contributions for shall be as follows:

Plan	District Contributions	Employee Contribution
Patriot Blue PPO	80% - Individual	20% - Individual
	80% - Family	20% - Family
Patriot Red	80% - Individual	20% - Individual
	80% - Family	20% - Family

25. Delete 6.1.6 b and c, and replace with the following chart

	Blue Individual	Blue Family	Red Individual	Red Family	Medicare Adv Individual	Medicare Adv Family
Prior to 9/1/2004	not to Exceed 12% and not more than a 2% increase per year	not to Exceed 15% and not more than a 2% increase per year	not to Exceed 12% and not more than a 2% increase per year	not to Exceed 15% and not more than a 2% increase per year	9%	9%
After 9/1/2004-6/30/2030	12%	15%	12%	15%	9%	12%
Current Employees at the time of ratification who retire after 7/1/30 till Medicare Eligible	17%	17%	17%	17%	N.A.	N.A.
Current Employees at the time of ratification who retire after 7/1/30 who are Medicare Eligible	% at the time of retirement	% at the time of retirement	% at the time of retirement	% at the time of retirement	15%	15%
New Hires after ratification	% at the time of retirement	% at the time of retirement	% at the time of retirement	% at the time of retirement	5% less than % at the time of retirement	5% less than % at the time of retirement

The District agrees to maintain and offer a Medicare Advantage plan to employees that is substantially similar to the current plan. Substantially similar shall mean a plan with

comparable deductibles, coinsurance, out-of-pocket maximums, covered services, and prescription drug formularies, resulting in an substantially equivalent overall level of benefits to the participants.

26. Article 6 'Benefits": amend Section 6.1.9 as follows:

Effective September 1, 2012, employees who are eligible for and currently enrolled in a health insurance plan offered by the SCSD shall be eligible for an insurance buyout if they are otherwise insured. Retirees shall not be eligible for the buyout. The buyout payment shall be $2,500 in exchange for individual coverage and $4,500 in exchange for family coverage.

As of June 1, 2026, 90 unit members have opted out of health insurance and are eligible for the in health insurance buyout. This shall serve as the base number for calculating any payment for health insurance buyout. Beginning July 1, 2026, November 1st shall be the date used for determining the rate for the current school year. Such initial waiver amount shall be $2,500 for individual waiver and $4,500 for family waiver.

If at a future time, an additional twelve (12) members who are otherwise eligible for health insurance elect the coverage waiver (e.g. raising the total participation to 102, the District shall pay $3,000 for individual coverage waiver and $5,000 for family/dependent waiver. If at a future time an additional ten (10) unit members beyond the twelve (e.g. 112 or more total participants) elect the coverage waiver, the annual stipend shall be $4,500 for individual waiver and $6,000 for dependent waiver. While a member may elect to participate in the waiver stipend during a school year, the District will only make any payment change adjustments once per school year at the start of the school year. This determination will be made by assessing the number of participants who have elected the waiver as November 1st each year. In like fashion, should that total participation drop, the waivers shall revert to the prior levels. However, in no event will it be less than $2,500 for individual coverage waiver and $4,500 for dependent coverage waiver.

27. Article 6 "Benefits": amend Section 6.2.1 as follows: Whenever an employee is absent and unable to perform his/her duties due to personal injury caused by an accident or an assault occurring in the course of employment, the employee will be paid full salary including increments during the absence from employment up to a period of ~~three (3)~~ two (2) years (less the amount of any Workers Compensation award made for said injury) and no part of such absence will be charged to annual or accumulated leave. The District may approve an additional year for a total of up to a three (3) year period with approval from the Superintendent.

28. Article 6 "Benefits": amend Section 6.3.1 as follows: Crediting: A new employee, effective January 1, 2027 shall be credited with ~~twenty-three (23)~~ eighteen (18) days of accumulative temporary sick leave in the first year of employment. Thirteen (13) such

days shall be available on the first official day of duty, whether the employee reports for duty or not, and the other ~~ten (10)~~ five (5) days of which shall be available as of February 1. In each subsequent year of employment an employee shall be credited with eighteen (18) additional days of such leave available as of the first official day of duty whether the employee reports for duty or not. An employee working additional months shall be credited with one and one-half (1 ½) days per month.

Article 6.3.4: The Parties agree to amend 6.3.4 to permit use of **sick or** personal business days in one quarter (1/4) day increments. Such provision shall sunset as of June 30, 2027.

9.4.2 Staff will be surveyed regarding their willingness to volunteer for emergency coverage and placed on a volunteer list. Elementary teachers volunteering to absorb up to a maximum of 7 students from an uncovered class will be compensated at the rate of $45 for a half day and $90 for a full day. When contractually able to take ¼ days under 6.3.4 the compensation rate will be $22.50 for each ¼ day.

The Parties further agree to add language to the CBA permitting SFT members to cash out up to five (5) accumulated unused sick leave days annually at a rate of two hundred dollars per day ($200/day) provided the following conditions are met:

(i) The SFT member has at least fifty (50) sick leave days to their credit after the cash out set forth herein; and,

(ii) The SFT member has missed less than a total of five (5) sick or personal ~~leave~~ days in the immediate preceding school year.

In such cases, those covered by this language must submit for the payment by July 31st following that school year and the payment will be made within 2 pay days of the submission.

29. Article 6 "Benefits": amend Section 6.3.8(a) as follows to add domestic partner: Family Illness Leave: Employees shall be entitled to paid leave each school year in the event of serious illness requiring bedside or household attention by the employee of an employee's spouse, domestic partner, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, sibling, grandfather, grandmother, aunt, uncle, grandchild, or person in a parental relationship to the employee. Absences due to family illness shall be deducted from accumulated temporary (sick) leave. Nothing herein shall reduce an employee's rights pursuant to the Family and Medical Leave Act or other state or federal law.

30. Article 6 Benefits: amend Section 6.3.8(b) as follows to add domestic partner: Bereavement Leave: Employees shall be entitled to absences with pay due to death of an employee's spouse, domestic partner, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, sibling, grandfather, grandmother, aunt, uncle, grandchild, or person in a parental relationship to the employee. All absences due to death shall be deducted from accumulated temporary (sick) leave

31. Article 6 Benefits: amend Section 6.3.9 as follows: Parental Leave: Upon satisfactory completion and approval of FMLA paperwork, a unit member will be allowed to use up to four (4) weeks of accumulated sick leave accruals during the FMLA parental leave period. A birthing parent may also use this leave in addition to the disability period so long as the combination does not exceed twelve (12) weeks.

32. Article 6 - "Benefits: amend Section 6.5.1 "Leaves of Absences" by adding Section 6.5. (d) as follows: Leave without pay for untenured employees for the reasons and periods indicated above may be granted at the discretion of the Superintendent.

33. Article 6 - Benefits: amend section 6.5.5 as follows: Accumulated Length of Leaves: Any combination of leaves taken pursuant to section 6.5 shall not exceed a consecutive period equivalent to three (3) school years. Any such member shall not be eligible for another leave under Section 6.5 without completing one school year after their return.

34. Article 6 – Benefits: Add a section 6.8.4 as follows: "Bilingual Education Extension" Any unit member who is taking coursework to fulfill the certification requirements to obtain their bilingual education extension, who receives prior approval from the Superintendent shall receive reimbursement for tuition costs directly associated with courses necessary to obtain such certification. Reimbursement shall be capped at the SUNY Albany tuition rate. Teachers seeking tuition reimbursement must complete a District-created form and provide appropriate documentation demonstrating that they passed the course and appropriate receipts. If the teacher voluntarily leaves within four years of receiving the reimbursement, they shall repay the amount at a proportional rate.

35. Article 6 – Benefits: amend Section 6.7.2 as follows: Summer Recess Optional Pay: Upon the request of an employee the Board will defer ~~sixteen percent (16%)~~ a proportionate amount of the employee's pay from each paycheck until the end of the school year for payment with the last paycheck to cover that following summer.

36. Article 7 – Employee Rights and Protection: amend Section 7.1.2 "Certification" as follows: No uncertified person shall be employed for a position if qualified certified personnel are available unless, in accordance with Part 80.5.4 of the Regulations of the Commissioner of Education of the State of New York, a good faith recruitment search has been conducted and there are no available certified teachers who can perform the duties of such position and that a particular substitute teacher is needed to work with a specific class or group of students until the end of the school year.

37. Article 7 – Employee Rights and Protection: amend Section 7.3.1to read:

"Voluntary Transfer Process":

a. A tenured member who has not made a voluntary transfer in the last two (2) school years, is not currently on a TIP and has not received more than one (1) counseling memoranda based on the same area of concern will be eligible to participate in the district voluntary transfer process.

b. A member who does not meet the qualifications listed above in 7.3.1 (a) may participate in the voluntary transfer process only with approval from the Assistant Superintendent in charge.

38. Article 7 – Employee Rights and Protection: **delete Section 7.8.3** "Tuition Waiver Transfer Pool"

39. Article 8 'Evaluation" - The Parties agree to set as an intended goal to have the APPR Committee present an APPR and STEPS proposal completed for presentation to the SFT president and Superintendent on or before November 1, 2026. The Parties agree this is an intended target date and that they will aim for completing the entire process prior to the submission deadline in 2027.

40. **Delete Section 9.1.1 a**. 'Sixth Grade School Day'

41. Article 9 - Teaching Conditions: amend Section 9.3.12 as follows: All Physical Education teachers hired after September 1, 1987 may be required to coach a maximum of one (1) sport or intramural program in each school year. It is understood that the District will continually undergo a good faith recruitment effort to obtain a qualified coach.

42. Article 9 – Teaching Conditions: **delete Section 9.7** "School Centered Decision Making"

43. Article 9 - Teaching Conditions: amend Section 9.9 'School Psychologists" to read as follows: "Annually, or when requested, the SFT Leadership will meet with the Assistant Superintendent of the Office of Student Support Services, to review the caseloads for all student support service staff and discuss additional supports that may be needed."

44. Article 10 - Summer School: **Delete Article 10** and renumber.

45. Article 12 – Teaching Facilities: amend Section 12.1.3 as follows: When instructional supplies ~~such as magic markers, pencils, masking tape, chart paper, oak tag, colored paper, etc.~~ are not readily available for carrying on routine teaching, the SFT ~~Federation~~ Building Director shall report the lack of such items to the building principal for immediate corrective action.

46. Article 13 – Professional Growth and Practices: amend Section 13.6.1 to read as follows:

"Professional Growth and Steering Committee" as follows: The Professional Learning ~~Development Steering~~ Committee shall be made up of a team composed of a majority of teachers, school administrators, District Leaders and other professional and community stakeholders in compliance with Part100.2 (dd) of the Regulations of the Commissioner of Education of the State of New York. The team shall be responsible for developing a recommended professional learning plan in compliance with Part 100.2 of the Regulations of the Commissioner of Education."

47. Article 14 - Sections 14.2.1 and 14.2.2 shall be modified as follows:

14.2.1 If in a teacher's judgment a student(s) behavior poses imminent danger of serious physical harm to self or others, ~~is endangering themselves, the teacher, or others, or threatens the use of violence~~, the teacher, *if trained and currently certified in Therapeutic Crisis Intervention for Schools (TCIS),* may physically restrain ~~and/or remove~~ the student(s), in accordance with NYSED Regulations and District policies and procedures, including notification, documentation and debrief requirements. ~~using only such force as is necessary to accomplish the restraint or removal. The teacher shall follow any applicable policies and procedures around restraint immediately, including completely a restraint form and submitting it to the principal.~~

If in a teacher's judgment a student(s) is endangering themselves, the teacher, or others, or threatens the use of violence, the teacher may utilize physical escort, which is defined by NYSED as the temporary touching or holding of a student's hand, wrist, arm, shoulder, or back to guide them to a safe location without using force.

14.2.2 If a student ~~is insubordinate,~~ uses ~~vile or abusive~~ abusive or threatening language, or if a student's words or actions are detrimental to the learning process of other student's, the teacher may employ *strategies included in the Code of Character, Conduct and Support.* ~~direct the student to leave the classroom to report to the office and contact administration for assistance if necessary~~.

48. Article 18 – Uncertified Long-Term Substitute Teachers: The Parties agree to create a new Article 18 "Uncertified Long-Term Substitute Teachers" to read as follows:

1) Uncertified long-term substitute teachers shall be compensated the per diem rate of the Step 1 schedule T1 (B.A.) or T2 (M.A.) in Article 5 of the CBA, in accordance with their educational attainment. The compensation shall be annualized based on 92% of Step 1 of the appropriate salary schedule.

2) Uncertified long-term substitutes shall be eligible to enroll in the District-provided health, dental, and vision insurance plans as defined by Article 6 at premium contribution rates as defined by Section 6.1.5 of the CBA.

3) Uncertified long-term substitute teachers shall be credited with eight (8) sick days annually; up to two (2) such days may be used as personal business. Any unused sick days at the end of the school year shall be reimbursed at the daily rate and shall not carry over into the subsequent school year. Sections 6.4, 6.,5 and 6.6 of the CBA shall not apply to uncertified long-term substitutes.

4) If an uncertified long-term substitute teacher becomes certified in the same school year, the eight (8) days shall be deducted on a prorated basis proportionate to the uncertified service from the annual sick leave provided for certified teachers for that school year under 6.3.1 of the CBA.

5) It is understood that uncertified long-term substitute teachers must be working towards NYS certification. Uncertified Long-term Substitute Teachers who receive prior approval from the Superintendent shall receive reimbursement for tuition costs directly associated with courses necessary to obtain NYS teacher certification. Tuition shall be reimbursed at a rate of 50% following the successful completion of each course with the remaining 50% reimbursed upon completion of four (4) years of service in the District. Reimbursement shall be capped at the SUNY Albany tuition rate.

6) Uncertified long-term substitutes shall be temporarily appointed, no longer than on an annual basis. It is understood that the District is required to continually undergo a good faith recruitment effort to obtain a certified NYS teacher and that if a NYS certified teacher is found for the position, the teaching appointment for the uncertified long-term substitute shall be terminated.

7) No provisions of Article 7 of the CBA shall apply to uncertified long-term substitute teachers.

8) Article 8 shall not apply to uncertified long-term full-time substitute teachers and the District and the SFT shall negotiate an evaluation procedure.

9) Uncertified long-term substitutes shall be subject to the same teaching conditions as defined in Article 9.

49. Article 9 Teaching Day: Paragraph of Article 9.1.1 shall be amended to read as follows:

"The Regular school day of ~~pupil personnel~~ student support services employees receiving additional compensation under 5.2.1 shall not exceed 8 hours and 5 minutes, including the duty free lunch period. The starting and ending times for the school day to be used in a school year will be announced by June 1st of the preceding school year. Should circumstances arise necessitating a ~~pupil personnel~~ student support services employee to attend to a student need outside the above referenced school day, they shall be permitted the discretion, with advance notice and approval of the applicable building principal, to arrive late ~~the following day~~ and/or leave early within the next two school weeks to compensate for additional time worked attending to student needs.

50. Add a 9.3.9b The International Baccalaureate Coordinator will be assigned no more than three (3) instructional periods per day.

51. Add Camera MOA

52. CTE Language. Through the Professional Growth and Practices committee the Federation and District shall monitor changes in graduation pathways and make recommendations for any potential contract changes needed to address changes in workload.

53. 7.1.1 Change:

A new employee shall be placed on the proper step of the salary schedule according to their certified experience and education. Upon initial employment all credit, to a maximum of nine (9) years for previous outside experience shall be granted for salary placement and career teacher incentive purposes. The District may grant an additional three (3) years for a maximum 34 of twelve (12) years for such experience. A reinstated employee or an employee who has been rehired within five (5) years of the date of resignation from the District and not covered by Section 7.1.3 of this Agreement shall be restored to the salary step placement that they occupied when they left the District. An employee rehired after five (5) years from the date of resignation from the District shall be considered a new employee.

Additional credit not to exceed four (4) years for military experience and not to exceed two (2) years for Peace Corps, VISTA, or National Teacher Corps work will be given upon initial employment.

Further additional credit shall also be given upon initial employment for work experience. In the case of LMSW or LSW social workers and psychologists this shall be work in that field after the attainment of that Master's Degree. In the case of librarians, theater teachers and ~~technical personnel, and technical teachers and~~ those with explicitly titled CTE Certifications this shall be for work experience related to the classes being taught. Employees receiving credit for years of work or field experience above and beyond their teaching experience shall receive one (1) salary step for each year of experience not including apprenticeship and preparation. The maximum number of credits for such experience will be eight (8).

The District shall not be obligated to grant more than a total of seventeen (17) years credit to any new employee. This maximum allowance shall be determined by the total year's credit for previous teaching, military, work, field, or any other experience enumerated in this Section

Those hired prior to 7/1/26 can, upon the submission of a resume, be credited with any work experience related to the classes being taught prior to their hire date and moved to the appropriate step retroactive only to the date of submission of their resume

Date: 10-5-, 2026

DR. CARLOS COTTO, Superintendent
Schenectady City School District

Date: 10-5-, 2026

MICHAEL SILVESTRI, President
Schenectady Federation of Teachers