

TENTATIVE AGREEMENT

IT IS HEREBY AGREED BY AND BETWEEN the Horseheads Central School District and the Horseheads Teachers' Association, on this 30th day of September, 2017, that the following changes be made to the collective bargaining agreement:

SALARIES

A. Salary Outline

1. For the school year 2014-15, salaries are increased by 2.85% inclusive of step movement over their 2013-14 salary.
2. For the school year 2015-16, salaries are increased by 2.85%, inclusive of step movement over their 2014-15 salary.
3. For the school year, 2016-17, salaries are increased by 2.85%, inclusive of step movement over their 2015-16 salary.
4. For the school year, 2017-18, salaries are increased by 2.85%, inclusive of step movement over their 2016-17 salary.

E.3. Effective 7/1/15, Athletic and Extracurricular Stipends shall be calculated based on the following schedule:

Step	2015-16
1	35,552
2	35,654
3	35,757
4	36,271
5	37,607

E.O. Curriculum Work:

2014-15 - \$33.50 per hour

2015-16 - \$34.45 per hour

ARTICLE VI – Medical Expenses, Retirement and Payroll

Employee co-payments for Medical Insurance shall be as follows:

2014-2015 – 12% contribution of either the Single or Family Plan.

2015-2016 – 12% plus \$50 for a single plan; 12% plus \$100 for a family plan

2016-17 – 12% plus \$50 for a single plan; 12% plus \$100 for a family plan.

2017-18 – 14% contribution of either the Single or Family Plan.

Effective as soon as practicable following ratification, the following changes shall be made to the District's Health Insurance Plan:

PLAN CHANGES:

Office Visits Surgical Care, Diagnostic Imaging, Cardiac Rehab, Reproductive Procedures and Therapies	\$15
Drugs	\$5/30 day retail
Tier 1 (generic)	\$0/90 day mail order
Tier 2	\$15/30 day retail \$20/90 day
Tier 3	\$20/30 day retail \$30/90 day mail Order
Specialty Drugs	\$25

All new prescriptions require prior approval, including "Step Therapy."

Urgent Care - \$15.00

Emergency Room - \$50 – waived if admitted

The District shall give 30 days' notice prior to the implementation of the above-stated health insurance changes.

Article VI-B-g –Health Insurance Buy-out

Increase buy-out amount to \$4500.00 effective 7/1/2015

Employees who wish to utilize the buy-out for the first time in the 2015-16 school year, may elect to do by December 1, 2015 to be effective January 1, 2016. Those employees shall receive \$2250 for the buy-out for January 1, 2016-June 30, 2016.

Buy-outs are paid at the end of the school year.

B.f. (ADD)

Dental and vision coverage is not carried into retirement. The employee can elect to continue dental coverage into retirement by paying 100% of the premium.

Other Items:

Funeral leave

The District shall grant one (1) day absence at full pay for the death of someone outside their immediate family. Funeral leave will not be charged against sick leave.

Sabbatical Leave

Add the following language: Generally, an employee may be granted no more than one (1) full or mini sabbatical leave during the course of their employment with the District. In extraordinary or unexpected circumstances, however, the Board may grant additional sabbatical leave(s).

TEACHING HOURS, DAYS AND DUTIES

B. Teacher Work Day – Elementary. The parties agree to form a group by December 1, 2015, to be made up of teachers and administrators to study and make a recommendation by May 30, 2016 regarding the teacher work day at Elementary level and ways to provide more student contact time and, if possible, more teacher collaboration time. By December 31, 2016, the parties shall have negotiated and finalized any changes to the school day for implementation in the 2017-18 school year.

End of Year Calendar:

Beginning with the 2016-17 school year, the District will set the annual school calendar in order to meet the State mandated student attendance regulations and to allow for the following PreK-8 schedule during Regents Period: one full day and two half days without students during Regents Period; the final day shall be without students. This time will be used to fulfill end-of-year teacher responsibilities.

The “End of School Year Committee” shall remain in place for the 2015-16 school year.

Association Leave – The district agrees to eliminate the Association President leave and combine it with Association Leave so as to provide for a total of 50 HTA days.

Department Chairs – The District shall include the stipended amounts for Department Chairs and Grade Level Chairs in the considerations for the 2016-17 budget. Once adopted as part of the budget, the parties agree to review, discuss and where appropriate, amend the job descriptions for said positions in Labor Management meetings. Department and Grade Level meetings shall be mandatory for staff. Staff will receive 1 hour of in-service credit for attendance at the meetings.

The Parties agree that these changes represent the entirety of the Agreement and that no further changes shall be made to the Agreement unless made expressly and in writing.

FOR THE DISTRICT

FOR THE HTA

DATED:

DATED: