

**Horseheads Central School District
And the Horseheads School Services Association
TENTATIVE AGREEMENT**

October 7, 2015

IT IS HEREBY AGREED BY AND BETWEEN the Horseheads Central School District and the Horseheads School Services Association, on this 7th day of October, 2015, that the following changes be made to the collective bargaining agreement:

**ARTICLE 4
COMPENSATION**

4.3. Salary Increases

1. For the school year 2014-15, salaries are increased by 2.75% per hour x number of hours worked x 185
(NOTE: The Longevity Bonus for 5, 10, 15, 20 and 25 years remain in place in the 2014-15 school year.)
2. For the school year 2015-16, salaries are increased by 2.75% per hour x number of hours worked x 185.
(NOTE: The Longevity Bonus for 5, 10, 15, 20 and 25 years remain in place in the 2015-16 school year.)
3. For the school year 2016-17, salaries are increased by 2.75% per hour x number of hours worked x 185.
(NOTE: the Longevity Bonus for 5, 10, 15, 20 and 25 years remain in place and at year thirty or greater (30+), members will have \$.30 per hour added to their salary in the 2016-17 school year.)
4. For the school year 2017-18, salaries are increased by 2.75% per hour x number hours worked x 185.
(NOTE: the Longevity Bonus for 5, 10, 15, 20 and 25 years remain in place and at year thirty (30), members will have \$.30 per hour added to their salary in the 2016-17 school year.)

4.3 TAs shall receive the following one-time (not added to base) Certification Differential:
Currently on Level I - \$125
Currently on Level II - \$150
Currently on Level III (or Continuing Certification)- \$200

4.4 Starting Salary

	2014-15	2015-16	2016-17	2017-18
Teaching Assistants	\$10.73	\$10.90	\$11.07	\$11.23
Teacher Aides	\$9.46	\$9.60	\$9.75	\$9.90

Nurse Aides	\$9.82	\$9.96	\$10.11	\$10.26
4.9. Teaching Assistant Certification and Examination				

ADD NEW LANGUAGE: Any employee who is required to have DASA Training to maintain their certification as a teaching assistant shall be reimbursed the full cost of the training.

A unit member who is required to acquire a Red Cross First Aid/CPR/AED Card shall be reimbursed by the District for the cost of such course upon submission of evidence of successful completion of the course and a receipt of the payment for the course.

- 4.12 Educational Stipend
Amend amounts as follows:
60 credits or more \$1000 (effective 7/1/2015)
30-59 credits - \$750
18-29 credits - \$500
6-17 credits - \$200

7.2 Absence for Personal or Emergency Business

ADD: Unused personal or emergency business days shall roll over into the member's accumulated sick days.

8.1 Educational Leave of Absence

Any member who has been employed by the District for at least five (5) years may apply for an educational leave of up to one (1) year in length. Such leave shall be granted for the furthering of one's education in an accredited program and shall be without pay.

The granting of the leave of absence shall be at the discretion of the Superintendent whose decision shall be final.

8.2 Other Leaves of Absence

Any employee shall have the right to apply for a non-educational leave of absence by submitting a written request for such leave to the Superintendent whose decision shall be final.

ARTICLE 10 – Health Insurance

A. Health Care Plan

Effective 7-1-2015 or as soon thereafter as practicable, the following changes shall be made to the District's Health Insurance Plan:

Office Visits, Surgical Care, Diagnostic Imaging, Cardiac Rehab. \$20.00 per visit

Prescription Drugs Tier 1 (generic) \$10.00 per 30 days retail; \$0 for 90 day Mail Order
Tier 2 \$25.00 per 30 days retail; \$20 for 90 day Mail Order
Tier 3 \$40.00 per 30 days retail; \$ 30 for 90 day Mail Order
(Including Specialty Drugs)

It is agreed that new Tier 1, 2, and 3 scripts, including Specialty Drugs, filled after 7/1/15 (or as soon thereafter as the Plan changes can be made) are subject to step therapy. New scripts are defined as scripts for prescriptions for which the patient is currently not taking.
Emergency Room \$100, waived if admitted

Urgent Care visit \$20.00 per visit

B. Employee contributions shall be as follows:

2014-2015 – 12% contribution of the Single, Two Person or Family Plan.
2015-2016 – 12% contribution of the Single, Two Person or Family Plan.
2016-2017 – 13% contribution of the Single, Two Person or Family Plan.
2017-2018 - 14% contribution of the Single, Two Person or Family Plan.

10.9 Health Insurance Opt-out

Increase buy-out amount to \$4500.00

ADD: New Paragraph:

A unit member may, in any year of eligibility for retirement into the New York State Teachers' Retirement System, elect at the time of retirement to opt out of District Health Insurance Coverage. In exchange for the irrevocable opt-out, the teacher shall receive an amount equal to two times his/her final base salary. This opt-out provision is only available to those who have access to health insurance coverage other than through the District.

ARTICLE 14 – Working Conditions

14.7 Substitutes – DELETE THIS SECTION

It is understood that should the school day be modified, that the Teaching Assistant work hours shall likewise be modified to reflect the new school schedule.

Article 15 – Delete introductory paragraph

Article 18 – Seniority, Lay-Off and Bumping Rights

The Parties agree to review and revise this section as needed.

NEW:NYS Deferred Compensation 457 Plan

In addition to the 403-b Plans to which employees may contribute, effective July 1, 2015, unit members shall be entitled to participate in the New York State Deferred Compensation 457 Plan in accordance with provisions of the Internal Revenue Service Code. Such funds shall be owned by the individual unit member.

ARTICLE 25
DURATION

The Agreement shall be for four (4) years commencing July 1, 2014 and ending June 30, 2018.

FOR THE DISTRICT

FOR THE ASSOCIATION

DATED:

DATED: