

**MEMORNADUM OF AGREEMENT**  
**BY AND BETWEEN**  
**THE BALLSTON SPA CENTRAL SCHOL DISTRICT**  
**AND**  
**THE BALLSTON SPA TEACHERS' ASSOCIATION**

The Ballston Spa CSD ("District") and the Ballston Spa Teachers Association ("Association") herby agree to the following changes to the July 1, 2023 to June 30, 2028 collective bargaining agreement. The terms of this memorandum of agreement shall supersede all prior collective bargaining agreements and understandings. Any agreements reached between the parties placed into this memorandum of agreement shall not be effective unless and until they are approved by the District Board of Education and the Association.

**Article 10. Conditions of Professional Practice**

Article 10.N.2.a.iv: amend as follows

Teachers who serve on the ***building level*** Multi-Tiered Student Support (MTSS) committee or Teaching Learning Support team (TLST) will have one hour in common to meet and shall not be assigned Advisory.

**Article 20 Salary**

Amend 20.A.8.b. amend as follows

provide instruction outside of his/her regular teaching assignment, **including tutoring.**

Amend 20.J.12 - Staff Development Facilitator stipend chart as follows:

| Year    | 2023-24         | 2024-25         | 2025-26         | 2026-27         | 2027-28         |
|---------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Stipend | <b>\$14,912</b> | <b>\$15,210</b> | <b>\$15,514</b> | <b>\$15,824</b> | <b>\$16,140</b> |

## Appendix C: Compensated Extra Duties – Schedule III – Pay for Coaches

- Amend as follows:
  - Golf
    - Varsity Coach – 55 points
    - Jr. Varsity Coach – 45 points

2023-24:

|             |    |         |         |         |
|-------------|----|---------|---------|---------|
| Varsity     | 55 | \$4,070 | \$5,005 | \$5,940 |
| Jr. Varsity | 45 | \$3,330 | \$4,095 | \$4,860 |

2024-25

|             |    |         |         |         |
|-------------|----|---------|---------|---------|
| Varsity     | 55 | \$4,180 | \$5,115 | \$6,050 |
| Jr. Varsity | 45 | \$3,420 | \$4,185 | \$4,950 |

2025-26

|             |    |         |         |         |
|-------------|----|---------|---------|---------|
| Varsity     | 55 | \$4,235 | \$5,170 | \$6,160 |
| Jr. Varsity | 45 | \$3,465 | \$4,230 | \$5,040 |

2026-27

|             |    |         |         |         |
|-------------|----|---------|---------|---------|
| Varsity     | 55 | \$4,290 | \$5,225 | \$6,215 |
| Jr. Varsity | 45 | \$3,510 | \$4,275 | \$5,085 |

2027-28

|             |    |         |         |         |
|-------------|----|---------|---------|---------|
| Varsity     | 55 | \$4,345 | \$5,280 | \$6,270 |
| Jr. Varsity | 45 | \$3,555 | \$4,320 | \$5,130 |

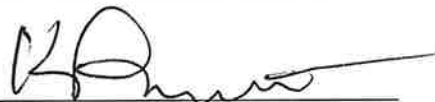
So, agreed on this date August \_\_\_\_ 2024:

FOR THE SCHOOL DISTRICT



Dr. Gianleo Duca  
Superintendent of Schools

FOR THE ASSOCIATION:



Kimberly Pusatere, President  
Ballston Spa Teachers Association

\_\_\_\_\_  
Jason Fernau, President  
Board of Education