

SUPPLEMENTAL MEMORANDUM OF AGREEMENT

BY AND BETWEEN the Superintendent of Schools and Board of Education of the Bedford Central School District, hereinafter referred to as “the District” and the Bedford Teachers’ Association, hereinafter referred to as “the Association” or “BTA”;

WHEREAS, the District and the Association are co-signatories to a collective bargaining agreement effective July 1, 2023 through June 30, 2027 (“BTA Agreement”); and

WHEREAS, the District and the Association have met and negotiated provisions related to the terms and conditions of employment applicable to teaching assistants in the bargaining unit;

NOW, THEREFORE, the District and the Association agree as follows, effective commencing with the 2024-25 school year:

1. Article 20(H) [New] – **Teaching Assistant Hours** – Add the following language to the BTA Agreement: “Teaching assistants will work the same hours as the teachers in the buildings to which they are assigned, provided they will not be required to attend any before or after-school meetings for which teachers are required to be in attendance. Each teaching assistant will be provided with a daily duty-free lunch period. While preparation time is not guaranteed for teaching assistants, to the extent that there is unscheduled time in a teaching assistant’s schedule for which a teaching assistant is not needed for their regular assignment, such time may be used by the teaching assistant for the purposes of planning and preparation.”
2. Article 22(J)(1) – **Class Coverage** – When a Teaching Assistant is pulled from their regular assignment to function as a substitute teacher for a full day, the Teaching Assistant will be paid at the per assignment class coverage rate for that day, in addition to their regular compensation. In the event that the coverage is for less than a full day, compensation will be pro-rated based upon the duration of the substitute teacher coverage.
3. Article 24 – **Insurance Protection** – Add the following language to the BTA Agreement: “Teaching Assistants’ Health Insurance: Teaching assistants hired by the district before July 1, 2012 will contribute 14% towards individual or family health insurance coverage. Teaching assistants hired by the district on or after July 1, 2012 will contribute 15% towards individual or family health insurance coverage. Upon resignation for the purpose of retirement to receive pension benefits, teaching assistants will contribute the same percentage of the premium that they contributed immediately before their retirement until they become eligible for Medicare, at which point their contributions will cease.”
4. Article 34(A) – **Teaching Assistant Salary Schedule and Longevities** – Add the teaching assistant salary schedule to Article 34(A) and add following language at the end of the last paragraph:

“Notwithstanding the above, for the purpose of longevity acquisition, for those unit members who were employed at the end of the 2023-24 school year as instructional assistants who have returned to work for the 2024-25 school year as teaching assistants, years in the profession shall include all years of continuous service as an instructional assistants directly preceding employment as teaching assistants.”

5. Article 34(B) – Teaching Assistants – Applicable Contractual Provisions: Modify to read as follows:

The following contractual provisions will apply to teaching assistants:

Article 2.A	Notice of Assignment
Article 3.A	Promotional Positions (teaching only)
Article 5, sections A,B & C	
Article 7	Teacher Files
Article 9.A,D,E,F,G,I,J,L(1)(a) &(2)	Teacher Protection
Article 12.A,B,E,F,G,H,I,J,K,L,M,P	Extended Leaves (Eligible after three yrs. of service in the district)
Article 13.B,C	Leave Application Procedure &
Leave Committee	
Article 14.A,1,2,3,4,5,6,7,8;B,C,D,E,F,G,I,J	Temporary Leaves of Absence
Article 18.A,B,C,D, E	Working Conditions
Article 20.C,D,H	Teacher Hours
Article 21	School Calendar and Teaching Year
Article 22.F,H,I,J1, J3,10,11,G	Teachers' Compensation
Article 23	Retirement Award
Article 24	Insurance Protection
Article 25	Association Rights
Article 26	Payroll Deductions
Article 27	Ethics
Article 28	Grievance Procedure
Article 29	Reciprocal Rights
Article 30	General
Article 31	Collective Bargaining
Article 32	Duration of Agreement
Article 34	Salary Schedule/Longevity

6. This Supplemental Memorandum of Agreement shall be incorporated into the BTA Agreement and is enforceable through the contractual grievance process.

SO AGREED, this ____ day of September 2024, subject to approval of the Board of Education.

THE DISTRICT

THE ASSOCIATION

BY: _____
Dr. Robert Glass
Superintendent of Schools

BY: _____
Carol Degeorge
BTA President

