

MEMORANDUM OF AGREEMENT
BY AND BETWEEN
THE BALLSTON SPA CENTRAL SCHOOL DISTRICT “DISTRICT”
AND
THE BALLSTON SPA TEACHERS’ ASSOCIATION “ASSOCIATION”

WHEREAS, the Ballston Spa Central School District (“District”) and the Ballston Spa Teachers Association (“Association”) are parties to a collective bargaining agreement; and

WHEREAS, the “District” intends to establish a Girls Flag Football Program for the 2024-2025 spring season; and

WHEREAS, The Ballston Spa CSD (“District”) and the Ballston Spa Teachers Association (“Association”) hereby 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.

THEREFORE, IT IS HEREBY AGREED TO THAT:

Article 22: Retirement

1. The following chart shall be amended to correct the typographical error (22.C.3.)

Years of Service	Retire on or after July 1, 2023	Retire on or after July 1, 2024	Retire on or after July 1, 2025	Retire on or after July 1, 2026	Retire on or after July 1, 2027
20-24 years	25%	25%	25%	25%	25%

2. The following coaching positions will be added to Appendix C: Compensated Extra Duties – Schedule III – Pay for Coaches

- Amend to include the following positions:
 - Flag Football
 - Varsity Coach – 55 points
 - Asst. Varsity Coach – 50 points

2024-25

Varsity	55	\$4,180	\$5,115	\$6,050
Asst. Varsity	50	\$3,800	\$4,650	\$5,500

2025-26

Varsity	55	\$4,235	\$5,170	\$6,160
Asst. Varsity	50	\$3,850	\$4,700	\$5,600

2026-27

Varsity	55	\$4,290	\$5,225	\$6,215
Asst. Varsity	50	\$3,900	\$4,750	\$5,650

2027-28

Varsity	55	\$4,345	\$5,280	\$6,270
Asst. Varsity	50	\$3,950	\$4,800	\$5,700

So, agreed on this date 22 January 2025.

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