

5-21-2025

MOMORANDUM OF AGREEMENT

BY AND BETWEEN

BALLSTON SPA CENTRAL SCHOOL DISTRICT

AND

BALLSTON SPA ADMNISTRATIVE COUNCIL

The Superintendent of the Ballston Spa Central School District ("District") and the Ballston Spa Administrative Council ("BSAC") hereby enter into the following Memorandum of Agreement in complete and final settlement of all issues proposed and negotiated to amend the 2021-2025 collective bargaining agreement between the parties. The terms of this Memorandum shall amend the prior collective bargaining agreement and shall be incorporated into a new agreement for the period from July 1, 2025 through June 30, 2028. Any articles or provisions of the Agreement not discussed herein shall continue and be incorporated into the successor collective bargaining agreement without change. The parties understand and agree that the terms of this Memorandum of Agreement shall not be effective unless and until they are approved by the Board of Education of the District and ratified by the Association.

1. Article 3, Remuneration A. Salaries (p. 3) – Amend as follows:

a. Amend Section 1 to provide for the following salary increases:

2025-2026	2026-2027	2027-2028
3.5%	3.75%	3.9%

b. Delete Section 2 language:

“Attached as Appendix A are the salary ranges for the titles within the bargaining unit.”

c. Amend Section 3 to read:

“...Evaluations for all unit members other than principals will be completed by July 31 of each year. Evaluations for principals shall be completed in accordance with applicable APPR requirements.”

d. Amend Section 4 to read:

1. In addition to their base salary, Assistant Principals will receive a stipend for oversight and management of the summer school programs at their respective grade levels. To be eligible for this stipend, summer school programs must be four weeks or longer duration and will include supervision of teachers, support staff, and students. This stipend will not be added to their base pay
2. The stipend amount shall be:
 - a. \$3000 – Summer School Principal, High School
 - b. \$1500 – All other Summer School Administrators

e. Delete Section 5 language "...in consultation with the unit President."

2. **Article 3, Remuneration B. Longevity Stipend (p.3)** – Amend as follows:

Unit members will receive a longevity stipend in accordance with the following schedule:

Upon Completion	FY2026	FY2027	FY2028
5 Years of Service	\$1100	\$1210	\$1331
10 Years of Service	\$1375	\$1513	\$1664
15 Years of Service	\$1925	\$2118	\$2330
20 Years of Service	\$2475	\$2723	\$2995

3. **Article 7, Insurance A. 2. Premium Contribution (p. 11)** - Amend as follows:

Plan	2025-2026	2026-2027	2027-2028
HRA	21%	22%	22%
PPO	25%	25%	25%
HMO	29%	29%	29%

4. **Article 8, Work Year C. Paid Holidays (p.15)** – Amend to add:

"Juneteenth and Asian Lunar Holiday"

5. Article 10, Professional Development, Principal Goal Setting, Administrative Release Time, and Advanced Study C. 3. (p. 17-19) – Amend as follows:

a. Amend Section B. language to read:

“...Goals will be reviewed with the Superintendent at least twice during the year with a final review being completed by July 31 each year and will be considered within the principal’s end of year evaluation.”

b. Delete Section C. 3. language:

“Unit members previously qualify for a \$550 Specialist Stipend under the prior contract will continue to annually receive that stipend.”

6. Appendix A (p. 24) – Delete all language/appendix

DATE: May 12, 2025

FOR THE DISTRICT:



Dr. Gianleo Duca
Superintendent of Schools

FOR BSAC:



Kimberly Bolster
President, BSAC

FOR THE BOARD OF EDUCATION:

Jason Fernau
President, BOE

