

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
THE
BALLSTON SPA CENTRAL SCHOOL DISTRICT
AND
CSEA, BALLSTON SPA CSD UNIT #8455,
SARATOGA COUNTY EDUCATIONAL LOCAL 864**

WHEREAS, the Ballston Spa Central School District (“School District”) and CSEA, Local 1000, AFSCME, AFL-CIO, Ballston Spa CSD Unit #8455, Saratoga County Educational Local 864 (“CSEA”) are parties to a Collective Bargaining Agreement (“CBA”); and

WHEREAS, CSEA filed an informal grievance related to school bus driver and attendant calculation of seniority on September 11, 2025; and,

WHEREAS, the parties have discussed the matter and agreed to resolve it in the following manner

NOW, THEREFORE, the parties hereby agree to the following:

1. The informal grievance filed on September 11, 2025 is hereby withdrawn by CSEA and is deemed fully resolved by this Memorandum of Agreement.
2. Article 24, Section 3 concerning Seniority for Bus Drivers and Bus Attendants shall be amended to add the following new language at the end:

“Notwithstanding Article 14(6) which addressed seniority overall, seniority for employees working as bus drivers under this Article relating to extra work and bidding, shall be awarded by seniority as determined by Board appointment solely as a bus driver. In the event a bus driver leaves his/her bus driver title to work in another title in the District and then returns to their former bus driver title, all without any break in service, he/she shall retain all prior bus driver seniority for extra work and bidding purposes. However, no bus driver or bus attendant (who have a separate seniority list) seniority shall be earned while employed in the other, non-transportation title. If a bus driver or bus attendant leaves the employ of the District and later returns, he/she shall not retain or have restored any prior bus driver or bus attendant if the break in service is a year or more. Employees earn seniority as a bus driver or bus attendant when working in those titles. Seniority in one title does not carry over to the other title (e.g. moving from bus attendant to bus driver).”

3. This Memorandum of Agreement is subject to approval by the Board of Education of the District.

[SIGNATURE PAGE FOLLOWS]

DATED: November 5, 2025

FOR THE SCHOOL DISTRICT:

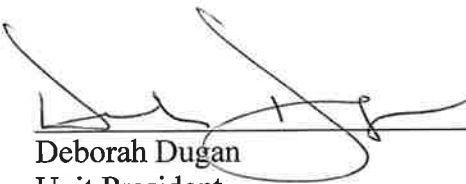


Dr. Gianleo Duca, Superintendent

Jason Fernau
BOE President

FOR CSEA:

Dean Ellis, LRS



Deborah Dugan
Unit President