

MEMORANDUM OF AGREEMENT

BY AND BETWEEN

BALLSTON SPA CENTRAL SCHOOL DISTRICT “District”

AND

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

Article 20.C: Paychecks

- Amend to remove the paper distribution of paychecks.
 1. Paychecks will be distributed through direct deposit ~~in envelopes. Paychecks will be distributed~~ in accordance with a yearly, bi-weekly schedule, established by the Assistant Superintendent for Business.

Appendix C: Compensated Extra Duties: Schedule III - Pay For Coaches

- Amend to include the following position:
 - Wrestling
 - Modified Coach - 35 Points

2026-2027

Sport	Position	Points	Step 1	Step 2	Step 3
Wrestling	Modified	35	\$2,730	\$3,325	\$3,955

2027-2028

Sport	Position	Points	Step 1	Step 2	Step 3
Wrestling	Modified	35	\$2,765	\$3,360	\$3,990

Appendix C: Compensated Extra Duties: Schedule III - Pay For Coaches

- Amend to include the following position:
 - Girls Flag Football
 - Modified Coach - 40 Points

2026-2027

Sport	Position	Points	Step 1	Step 2	Step 3
Flag Football	Modified	40	\$3,120	\$3,800	\$4,520

2027-2028

Sport	Position	Points	Step 1	Step 2	Step 3
Flag Football	Modified	40	\$3,160	\$3,840	\$4,560

Appendix C: Compensated Extra Duties: Schedule IV - Pay for Clubs and Activities

- Amend the rate for a Level 2 stipend for club advisors to include the correct rate of compensation for the 2026-2027 school year:
 - Stipends for Club Advisors:

	2026-27
Level 1	\$608
Level 2	\$1,018 ~~\$1,108~~
Level 3	\$2,206
Level 4	\$3,127

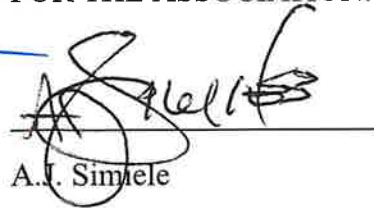
FOR THE SCHOOL DISTRICT:



Gianleo Duca

Superintendent of Schools

FOR THE ASSOCIATION:


A.J. Simiele

Ballston Spa Teachers' Association President

Jason Fernau, President

Board of Education

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HEREFORE, IT IS AGREED AS FOLLOWS:

1. The terms of this Agreement shall expire on June 30, 2027 and is not subject to continuation pursuant to applicable provisions of the New York State Civil Service Law.
2. This Memorandum of Agreement shall not constitute precedent by either party in any future situation.
3. 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.M: Elementary School Teaching Hours and Teaching Loads

- Amend to include new language specific to ENL teachers at the elementary level.

Article 10.M.

13. An ENL (English as a New Language) teacher’s schedule at the Elementary level shall not include travel between buildings more than once during the course of the school day, a supervisory assignment, or a caseload of students that exceeds 25.
 - a. ENL teachers shall be compensated by a half-day of release time per month, with their grade-level teaching partner, for each grade level served with ENL students.

Article 10.N: Secondary Teaching Hours and Teaching Loads

- Amend to include language defining ICT (Integrated Co-Taught) as a separate preparation.

Article 10.N.

5. General and Special Education Teachers shall not be required to have more than three (3) preparations per semester except in the following areas: technology, family and consumer sciences, art, business, and music. In these areas, teachers may be required to have four (4) preparations per semester. If teachers in these areas have more than three (3) preparations per semester, they shall not be given a supervisory or Advisory assignment. A preparation shall mean preparing for a class of a certain grade or ability (i.e., Enhanced Math 7, Math 7, AIS 7, [ICT] Integrated Co-Teach 7: examples of multiple preparations in the same subject and/or grade level) or material (i.e., Global Studies, US History and Government, Economics: examples of three preparations in the same content area). Part-time teachers who are employed at .7 or less of a full-time schedule shall not have more than two (2) preparations nor Advisory unless agreed upon by the Building Principal and Association President.

Article 10.N: Secondary Teaching Hours and Teaching Loads

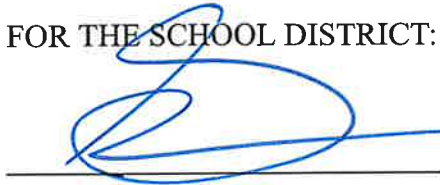
- Amend to include new language specific to ENL teachers at the secondary level.

Article 10.N.

11. An ENL (English as a New Language) teacher at the secondary level shall not be required to have more than (four) 4 preparations per semester. An ENL preparation shall mean preparing for a class of a certain grade, content area, or ability; (ie., ENL/ELA 6, ENL/ELA 7, ENL/ELA 8; examples of three preparations in the same content area across different grade levels); or (ie., ENL/MATH 9, ENL/SS 9, ENL/ELA 9; examples of three preparations across different content areas but similar grade levels). This preparation may include stand-alone services provided for student(s) on the teacher's class rosters. Students who have both integrated and stand-alone services will maintain one ENL teacher for both services
 - a. An ENL teacher shall maintain at least one (1) duty-free preparation or planning period each day. The planning period (no less than one hour in length) shall be scheduled by the Administration.

- b. ENL teachers and their teaching partners who do not have at least a one-hour block of common planning time during the week shall be compensated by a half-day of release time per month for each partnership that is unable to be scheduled for collaborative planning time.
- c. An ENL teacher's schedule shall not include travel between buildings more than once during the course of the school day; a supervisory or Advisory assignment; or a caseload of students that exceeds 25.
- d. In the event an ENL teacher is asked by the District or Building Administration to teach an additional preparation (not to exceed 6 preparations in total), the teacher will be compensated at the extra section rate (Article 20.9.) for each additional preparation requested, provided the increased preparation(s) maintain at least one (1) duty-free preparation or planning period each day.

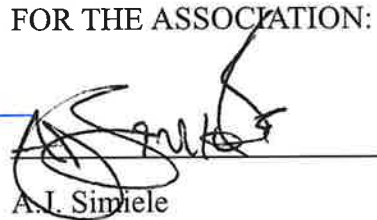
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