

# Collective Bargaining Agreement Addendum

This Memorandum of Agreement ("MOA") entered into by and between the BOARD OF COOPERATIVE EDUCATIONAL SERVICES, SOLE SUPERVISORY DISTRICT ("BOCES") and the INFORMATION TECHNOLOGY PROFESSIONALS ASSOCIATION ("ITPA") herein collectively referred to as the "Parties" sets forth the following changes to the language of the Collective Bargaining Agreement ("CBA") between the parties:

Article 1 Paragraph D shall read:

## D. Collective Bargaining Unit

For the purpose of this Collective Bargaining Agreement ("Agreement"), the term "Employee(s)" shall mean personnel working for BOCES in the following titles at least twenty (20) hours per week on a regular, scheduled basis:

**Associate Coordinator – Managed Services – Level 1**  
**Associate Coordinator – Managed Services – Level 2**  
**Associate Coordinator – Managed Services – Level 3**  
**Computer Programmer – Level 1**  
**Computer Programmer – Level 2**  
**Computer Programmer – Level 3**  
Computer Programmer / Analyst – Level 1  
Computer Programmer / Analyst – Level 2  
Computer Programmer / Analyst – Level 3  
Computer Services Coordinator – Level 1  
Computer Services Coordinator – Level 2  
Computer Services Coordinator – Level 3  
Graphics Assistant – Level 1  
Graphics Assistant – Level 2  
Graphics Assistant – Level 3  
Information Technology Assistant  
Information Technology Project Coordinator – Level 1  
Information Technology Project Coordinator – Level 2  
Information Technology Project Coordinator – Level 3  
**Microcomputer Specialist**  
Network Analyst  
Network Engineer – Level 1  
Network Engineer – Level 2  
Network Engineer – Level 3  
Network Specialist – Level 1  
Network Specialist – Level 2  
Network Specialist – Level 3  
PC/LAN Technician – Level 1  
PC/LAN Technician – Level 2  
PC/LAN Technician – Level 3

Software Support Specialist – Level 1  
 Software Support Specialist – Level 2  
 Software Support Specialist – Level 3  
 Systems Training Assistant – Level 1  
 Systems Training Assistant – Level 2  
 Systems Training Assistant – Level 3  
 Website Coordinator – Level 1  
 Website Coordinator – Level 2  
 Website Coordinator – Level 3

Article 9 shall read:

**Article 9 Job Titles and Minimum Salaries**

**(12 MONTH)**

	2018-19	2019-20	2020-21	2021-22
<b>GRADE 1</b>	\$26,998	\$28,035	\$29,104	\$30,206
Information Technology Assistant				
<b>GRADE 2</b>	\$33,945	\$35,197	\$36,488	\$37,819
PC/LAN Technician – Level 1 Software Support Specialist – Level 1 Systems Training Assistant – Level 1				
<b>GRADE 3</b>	\$37,450	\$38,811	\$40,214	\$41,661
Computer Programmer – Level 1 Graphics Assistant – Level 1 Microcomputer Specialist PC/LAN Technician – Level 2 Software Support Specialist – Level 2 Systems Training Assistant – Level 2 Website Coordinator – Level 1				
<b>GRADE 4</b>	\$40,953	\$42,423	\$43,938	\$45,500
Computer Programmer – Level 2 Computer Programmer / Analyst – Level 1 Graphics Assistant – Level 2 Network Specialist – Level 1 PC/LAN Technician – Level 3 Software Support Specialist – Level 3				



previous titles' Grade and the new Grade. Said salary shall be effective beginning on the first day of employment in the new job title.

For example, an employee promoted from *Computer Service Coordinator – Level 1 (Grade 4 6)* to *Computer Service Coordinator – Level 2 (Grade 5 7)* during the ~~2015-16~~ **2018-19** year shall receive an amount not less than ~~\$3,124~~ **\$3,405** (~~\$42,600~~ **\$50,020** minus ~~\$39,476~~ **\$46,615**) added to the employee's yearly salary."

*Similarly, an employee promoted from "Systems Training Assistant – Level 2" (Grade 2 3) to Computer Service Coordinator- Level 1 (Grade 4 6) during the ~~2015-16~~ 2018-19 school year, shall receive an amount not less than \$5,288 \$9,165 (\$39,476 \$46,615 minus \$34,188 \$37,450) added to the employee's yearly salary.*

Article 11 paragraph F shall read:

- F. All employees will be entitled to one-half (½) hour of unpaid time for lunch each workday. ~~However, a longer unpaid lunch period of a permanent nature may be granted with mutual approval in writing between employee and the supervisor.~~ **With prior written management approval the two (2) ten-minute breaks from Article 11.E. can be used contiguously with the unpaid lunch period on a regularly scheduled basis.**

Article 17 paragraph C.2.b. shall read:

C. Sick Leave Bank

2. Membership

- b. Existing Employees will be accepted to the Sick Leave Bank effective every July 1st. To join the sick leave bank, an employee must fill out a Sick Leave Bank Membership Form by June 15th. These new members will then be eligible to draw on the sick leave bank only after they have contributed a total of four (4) days to the sick leave bank. **Members that have joined the Sick Bank and have not yet contributed four (4) days can submit a request to the Executive Committee for preliminary approval. If said preliminary approval is granted, the request will be considered a valid Sick Bank request and will be forwarded to the Sick Leave Bank Committee.**

Article 17 paragraph F shall read:


F. Bereavement Leave

Up to five (5) days bereavement leave, applicable twice during any fiscal year, will be granted for death of a family member. ~~Prior permission must be obtained from the Superintendent or the designee.~~ An employee is expected to provide management with written and reasonable notice of impending bereavement leave. Reasonable notice for this paragraph shall mean as much notice as possible with the intent of balancing the urgency for the employee and the obligations for the employer.


Signatures:

  
\_\_\_\_\_

For the BOCES

  
\_\_\_\_\_

Date

  
\_\_\_\_\_

For the ITPA

  
\_\_\_\_\_

Date

  
\_\_\_\_\_

For the ITPA

  
\_\_\_\_\_

Date