

MEMORANDUM OF AGREEMENT

This Agreement ("MOA") by and between the BTD BOCES ("BOCES") and the Information Technology Professionals Association ("ITPA") herein collectively referred to as the "Parties" sets forth the following changes to the 2022 – 2026 Collective Bargaining Agreement ("CBA") between the Parties.

Article 9 Grade 5 of the CBA shall read:

| | | | | |
|---|----------|----------|----------|----------|
| GRADE 5 | \$50,278 | \$52,540 | \$54,589 | \$56,500 |
| Associate Coordinator – Managed Services – Level 1 | | | | |
| Business Analyst (BOCES) – Level 1 | | | | |
| Associate Coordinator for Data Security and Privacy – Level 1 | | | | |
| Computer Programmer – Level 3 | | | | |
| Computer Programmer / Analyst – Level 2 | | | | |
| Data Analyst (BOCES) – Level 1 | | | | |
| Data Visualization Specialist (BOCES) – Level 2 | | | | |
| Graphics Assistant – Level 3 | | | | |
| Network Specialist – Level 2 | | | | |
| Web Application Developer – Level 2 | | | | |
| Website Coordinator – Level 3 | | | | |

Article 10 paragraph A of the CBA shall read:

Article 10 Salaries

A. Salary Increases

Effective July 1, 2022, all employees covered by this unit on July 1, 2022 will receive a four and eight-tenths (4.8%) percent increase on their salary as of June 30, 2022.

Effective July 1, 2023, all employees covered by this unit on July 1, 2023 will receive a four and five-tenths (4.5%) percent increase on their salary as of June 30, 2023.

Effective July 1, 2024, all employees covered by this unit on July 1, 2024 will receive a three and nine-tenths (3.9%) percent increase on their salary as of June 30, 2024.

Effective July 1, 2025, all employees covered by this unit on July 1, 2025 will receive a three and five-tenths (3.5%) percent increase on their salary as of June 30, 2025.

Article 12 of the CBA shall read:

Article 12 Hazard Days

Members will not be required to report to work during a travel ban that has been announced by the Sheriff or County Executive which prohibits vehicular travel for the county in which the employee works at the time of the event. Historical


reference refers to MOU #6, January 26, 1996. This paragraph does not apply to employees with an active telecommuting agreement unless there is a documented power or internet outage.

Emergency Leave for Telecommuting and non-Telecommuting Members

In the event of an emergency due to weather or other unforeseen situations (such as a power outage, facility issue, etc.), the District Superintendent (or their designee) may designate such day(s), specific time period(s) and/or specific locations as an "Emergency Telecommuting" day or time period. At the time of the emergency, all members that have existing telecommuting agreements in place between the employee, their supervisor, and the bargaining unit are expected to work their normal schedule as per their agreement. Members that are not eligible for telecommuting and do not have a telecommuting agreement in place at the time of the "Emergency Telecommuting" day or time period will be granted emergency leave time without being required to use personal, sick, or vacation time.

If there is a significant emergency, the District Superintendent (or their designee) may designate such day(s) and/or specific time period(s) as a "Complete Closure." A Complete Closure means that emergency leave time is granted to Telecommuters and non-Telecommuters. Essential staff may be required on-site, depending on the reason for Complete Closure.

Signatures:



For the BOCES

9/14/22
Date



For the ITPA

9-19-22
Date



For the ITPA

9-20-22
Date