

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("MOA") by and between the Broome-Tioga-Delaware Board of Cooperative Educational Services ("BOCES") and the Information Technology Professionals Association ("ITPA") herein collectively referred to as the "Parties" sets forth the following terms and conditions of an agreement regarding Article 17 of the 2022 – 2026 Collective Bargaining Agreement ("CBA") concerning **SICK BANK LEAVE**:

Recitals:

1. The Parties met to address language in Article 17 Absences and Leaves Paragraph C Sick Leave Bank.
2. The following is newly negotiated language in the CBA and unless renegotiated will become part of the successor to the CBA.

Agreement:

1. Article 17 Section C paragraph 3 sub-paragraph b shall read:

To be eligible for sick leave bank utilization, an employee must have exhausted all of personal accrued sick leave, comp time, and vacation and must be out of work for at least ten (10) consecutive workdays. Accumulated sick leave, comp time, vacation will be applied in that order. If the employee does not have at least (10) days of paid time accrual available to them, they will be placed on Leave Without Pay for any time within the (10) consecutive workdays waiting period once all of their paid accruals are exhausted. Use of personal time is not mandatory and is an option to avoid Leave Without Pay if the member has exhausted all other sick, vacation and comp time accruals prior to the ten (10) consecutive workdays threshold being met.

2. Article 17 Section C paragraph 5 sub-paragraph c shall read:

The Sick Leave Bank Committee may allow benefits up to the number of days requested by an employee except that each grant shall not exceed sixty (60) workdays. If an employee returns to work on an intermittent basis, or with an accommodation, the (10) day waiting period may not be required to be met for each absence as long as the condition is from the same illness or injury. The determination of same illness or injury will be based on the medical documentation provided and reviewed by the sick bank committee. The maximum benefit per catastrophic or long-term illness or injury may not exceed one-hundred twenty (120) workdays in any given fiscal year.

Signatures:



For the BOCES

2/23/24

Date



For the ITPA

2/21/24

2/23/24

Date