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#### **Contract Database Metadata Elements**

Title: **Broome-Tioga BOCES Superintendent of Schools and Broome-Tioga BOCES Association of Continuing Education (2007) (MOA)**

Employer Name: **Broome-Tioga BOCES Superintendent of Schools**

Union: **Broome-Tioga BOCES Association of Continuing Education**

Local:

Effective Date: **07/01/07**

Expiration Date: **06/30/08**

PERB ID Number: **6594**

Unit Size: **35**

Number of Pages: **3**

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7/1/07 - 6/30/08

HUMAN RESOURCES  
TA 116594

**MEMORANDUM OF AGREEMENT  
BETWEEN  
Broome-Tioga BOCES Association of CONTINUING EDUCATION  
AND  
Broome-Tioga BOCES SUPERINTENDENT OF SCHOOLS**

RECEIVED

**Employee Improper Practice Resolution**

The undersigned parties hereby agree as follows:

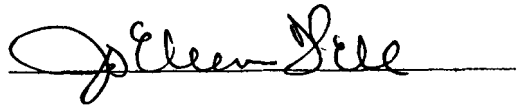
1. Broome-Tioga BOCES Association of Continuing Education (ACE) and Broome-Tioga BOCES Superintendent of Schools (BOCES) tentatively agreed to a one (1) year collective bargaining agreement on May 24, 2007.
2. On June 5, 2007 ACE met to ratify the tentative agreement. ACE members voted unanimously against ratification.
3. On July 11, 2007 ACE and BOCES met to discuss an Employee Improper Practice Bargaining in Good Faith violation of the Taylor Law. According to Public Employment Relations Board case law, "The failure of negotiators affirmatively to support an agreement is a violation of the Taylor Law unless the negotiators had advised the other party in advance that they would not give such support (*Wappinger CSD*, 5 PERB ¶ 3074 (1972), *Union Springs CSD*, 6 PERB ¶ 3074 (1973), *Harpursville CSD*, 14 PERB ¶ 3003 (1980), *Jeffersonville-Youngsville CSD*, 16 PERB ¶ 3106 (1983), and *Copiague Union Free SD*, 23 PERB ¶ 3046 (1990)).
4. In the above noted cases PERB ordered the parties to execute the collective bargaining agreement reached by the parties.
5. In order to resolve the Employee Improper Practice Bargaining in Good Faith violation of the Taylor Law, ACE agrees to execute the one (1) year collective bargaining agreement the parties tentatively reached on May 24, 2007 and set forth in the parties' memorandum of understanding of that date.

FOR THE BROOME-TIOGA BOCES:



Date: 8/22/07

FOR THE BOCES ASSOCIATION OF CONTINUING EDUCATION:



Date: 8-9-07

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DEC 18 2007

BOCES - ACE  
2003-2007

NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD

35

**Broome-Tioga BOCES Association for Continuing Education  
And  
Broome-Tioga BOCES  
1-year Rollover Tentative Agreement  
May 24, 2007**

The parties agree to roll the July 1, 2003 – June 30, 2007 collective bargaining agreement over one additional year. All current contract language not mentioned below shall remain unaltered. The following **bolded** language represents the newly agreed to roll over language. This tentative agreement shall first be ratified by ACE and then approved by the BOCES Board of Trustees.

**ARTICLE XX SALARIES/WAGES**

A. Salary Increases

Returning members of the bargaining unit shall have their salaries increased each year of as follows:

4.00% increase over the 6/30/03 salary

4.00% increase over the 6/30/04 salary

4.00% increase over the 6/30/05 salary

3.75% increase over the 6/30/06 salary

✓ **For the 2007-2008 year a 4.00% increase over the 6/30/2007 salary.**

Starting Salary for instructional staff will be \$11.00 per hour.

**ARTICLE XXVI RETIREMENT INCENTIVE**

Section 1 – Retirement Plan

Broome-Tioga BOCES participates in the Employees' Retirement System plan 751 and in the NYS Teachers Retirement System.

Section 2 – Unused Sick Leave Buyout

Bargaining unit members who retire after ten or more years of service are eligible to receive payment for each unused accumulated sick leave days to a maximum of 225 days, at the rate listed below:

2003-2007 \$65.00 per sick day

2007-2008 \$65.00 per sick day ✓

This money may be distributed to the retiring member as follows:

1. Lump sum payment to be made by the District within 90 days of retirement:  
OR

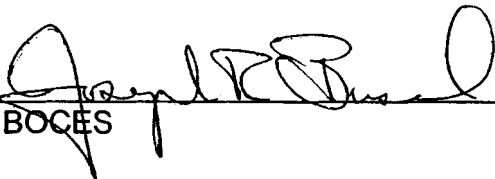
2. Apply funds to 403-B account in accordance with BOCES policies: OR
3. A combination of 1 and 2.

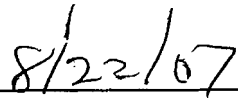
In the event of the death of the retired member, any balance held by BOCES will be paid to the retiree's estate.

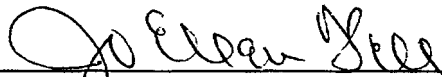
**ARTICLE XXX CONTRACT DURATION**

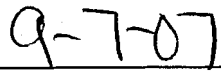
This agreement shall remain in full force and effect from July 1, 2003 to June 30, 2008 at which time it expires in its entirety.

Both parties agree that for the fiscal year beginning July 1, 2008 negotiations will commence on or before March 1, 2008.

  
\_\_\_\_\_  
For BOCES

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
For ACE

  
\_\_\_\_\_  
Date

BO/njg  
Cwa 1141  
Boces ace/roll over agreement