

**AGREEMENT
BY AND BETWEEN
THE BURNT HILLS-BALLSTON LAKE
CENTRAL SCHOOL DISTRICT
AND
BURNT HILLS-BALLSTON LAKE TEACHERS ASSOCIATION**

This Agreement by and between the Burnt Hills-Ballston Lake Central School District (“the District”) and The Burnt Hills-Ballston Lake Teachers Association (“the Association”) provides as follows:

WITNESSETH:

WHEREAS, during negotiations for the July 1, 2021- June 30, 2024 collective bargaining agreement the parties reviewed and updated the number and remuneration for extracurricular clubs and created new co-curricular positions; and

WHEREAS, after ratification by the parties, the Association realized that the parties had inadvertently forgotten to include certain clubs in the final extra-curricular spreadsheet; and

WHEREAS, after ratification by the parties the Middle School sought to have new clubs created for the purpose of helping students after the COVID-19 pandemic which could be paid from federal grant monies; and

WHEREAS, the District sought to reclassify certain extra-curricular clubs as co-curricular appointments; and

WHEREAS, the District and the Association have discussed the matter and have mutually agreed to resolve the matter without the need for further litigation under the following terms and conditions.

IT IS HEREBY AGREED AS FOLLOWS:

1. Effective with the 2022-2023 school year and for each year thereafter, the Pashley Book Club shall be renamed the Pashley Reading Club.
2. Effective with the 2022-2023 school year and for each year thereafter, the Charlton Heights and Stevens are each entitled to a second Running Club extracurricular stipend of \$1050.
3. Effective with the 2022-2023 school year and for each year thereafter, the High School GPX Club shall be renamed the High School Girls on Fire Club.

4. Effective for the 2022-2023 school year only, the Middle School shall be authorized to offer Girl Fusion as an extracurricular club with \$750 annual stipend.
5. Effective for the 2022-2023 school year only, the Middle School shall be authorized to offer the Student Ambassador Program as an extracurricular club with \$750 annual stipend.
6. Effective with the 2022-2023 school year and for each year thereafter, High School Robotics shall be reclassified from an extracurricular club to a co-curricular appointment with a \$3425 annual stipend. Any extracurricular appointments made for the 2022-2023 school year prior to this agreement shall be voided.
7. Effective with the 2022-2023 school year and for each year thereafter, High School Science Research shall be reclassified from an extracurricular club to a co-curricular appointment with a \$3425 annual stipend. Any extracurricular appointments made for the 2022-2023 school year prior to this agreement shall be voided.
8. **Full Agreement** - This Agreement constitutes the entire agreement between the parties, supersedes all prior agreements between the parties, and may not be altered, amended, or modified except by a writing executed by both parties.
9. **Law of New York** - This Agreement shall be construed and enforced in accordance with the laws of the State of New York.
10. **Non-Precedent** - The parties agree that this settlement is non-precedent setting and shall not be referred to in any future situation involving another employee or incident.
11. **Binder** - This Agreement shall bind the Association, and the District, its agents, successors and assigns.

Dated: September _____, 2022

FOR THE DISTRICT:

Dr. Patrick McGrath
Superintendent of Schools

BHBLTA:

Brad Thomas
BHBLTA President

**AGREEMENT
BY AND BETWEEN
THE BURNT HILLS-BALLSTON LAKE
CENTRAL SCHOOL DISTRICT
AND
BURNT HILLS-BALLSTON LAKE TEACHERS ASSOCIATION
AND
LINDSAY ARMBRUSTER**

This Agreement by and between the Burnt Hills-Ballston Lake Central School District (“the District”) and The Burnt Hills-Ballston Lake Teachers Association (“the Association”) and Lindsay Armbruster (“Armbruster”) provides as follows:

W I T N E S S E T H :

WHEREAS, Armbruster is a tenured health teacher of the District that is represented by the Association; and

WHEREAS, the district has been approached by the Cooperative Virtual Learning Academy (CVLA) regarding the availability of District teachers to provide remote instruction to secondary CVLA students; and

WHEREAS, Armbruster expressed an interest in providing remote instruction ro CVLA students; and

WHEREAS, Article 8 of the collective bargaining agreement between the District and the Association allows for a member of the Association to modify a unit member’s schedule; and

WHEREAS, Armbruster, the District and the Association have discussed allowing Armbruster to alter her schedule by teaching CVLA students remotely during the 2022-2023 school year; and

WHEREAS, the District, the Association and Armbruster have discussed the matter and have mutually agreed to resolve the matter without the need for further litigation under the following terms and conditions.

IT IS HEREBY AGREED AS FOLLOWS:

1. Armbruster shall be compensated \$8,879.20, the equivalent of a .1 FTE, for the period of 10/1/22 - 1/31/23. Compensation shall be paid in eight (8) equal installments through the district’s bimonthly payroll during the months of October, November, December and January.

2. Armbruster agrees to provide CVLA remote instruction either during her planning period or outside of the school day as defined by the collective bargaining agreement between the District and the Association. Armbruster understands that she is not entitled to any additional planning time for voluntarily taking on this assignment.

3. **Non-Precedent** - The parties agree that this settlement is non-precedent setting and shall not be referred to in any future situation involving another employee or incident, including all future Article 8 schedule requests.

4. **Full Agreement** - This Agreement constitutes the entire agreement between the parties, supersedes all prior agreements between the parties, and may not be altered, amended, or modified except by a writing executed by both parties.

5. **Law of New York** - This Agreement shall be construed and enforced in accordance with the laws of the State of New York.

6. **Binder** - This Agreement shall bind the Association, and the District, its agents, successors and assigns.

Dated: September _____, 2022

FOR THE DISTRICT:

Dr. Patrick McGrath
Superintendent of Schools

BHBLTA:

Brad Thomas
BHBLTA President

Lindsay Armbruster
Association Member

**AGREEMENT
BY AND BETWEEN
THE BURNT HILLS-BALLSTON LAKE
CENTRAL SCHOOL DISTRICT
AND
BURNT HILLS-BALLSTON LAKE TEACHERS ASSOCIATION**

This Agreement by and between the Burnt Hills-Ballston Lake Central School District (“the District”) and The Burnt Hills-Ballston Lake Teachers Association (“the Association”) provides as follows:

W I T N E S S E T H :

WHEREAS, during negotiations for the July 1, 2021- June 30, 2024 collective bargaining agreement the parties created a new stipend for teachers that run distance learning classes; and

WHEREAS, the stipend is paid on the extra-curricular pay schedule which occurs six times during the school year; and

WHEREAS, the payroll office was notified of all the potential distance learning classes that would run for the 2022-2023 school year in September of 2022; and

WHEREAS, there were a number of distance learning classes that did not run for the 2022-2023 school year due to a lack of enrollment; and

WHEREAS, the payroll office was not notified that any of the distance learning classes were canceled prior to the first extra-curricular payment;

WHEREAS, there were some members of the Association who were improperly paid the first distance learning payment even though their class was not running; and

WHEREAS, the District and the Association have discussed the matter and have mutually agreed to resolve the matter without the need for further litigation under the following terms and conditions.

IT IS HEREBY AGREED AS FOLLOWS:

1. For the 2022-2023 school year only, the District shall allow the teachers who were inadvertently paid the distance learning stipend to keep the payment in recognition of the work that was done in preparation of the class. The impacted teachers are listed below:

- Cheryl Bach - \$250 for 1 class
- Robin Clapper - \$500 for 2 classes
- Danielle Collins - \$250 for 1 class
- Dennis Harrington - \$250 for 1 class
- Ralene Noll - \$250 for 1 class
- Nicole Passante - \$250 for 1 class
- Kathy Perry - \$250 for 1 class
- Amber Shanholtz - \$250 for 1 class
- Jenn Summersell - \$250 for 1 class
- Lejun Taylor - \$250 for 1 class

2. The parties agree to continue discussing compensation for teachers that have canceled distance learning classes.

3. **Full Agreement** - This Agreement constitutes the entire agreement between the parties, supersedes all prior agreements between the parties, and may not be altered, amended, or modified except by a writing executed by both parties.

4. **Law of New York** - This Agreement shall be construed and enforced in accordance with the laws of the State of New York.

5. **Non-Precedent** - The parties agree that this settlement is non-precedent setting and shall not be referred to in any future situation involving another employee or incident.

6. **Binder** - This Agreement shall bind the Association, and the District, its agents, successors and assigns.

Dated: October _____, 2022

FOR THE DISTRICT:

BHBLTA:

Dr. Patrick McGrath
Superintendent of Schools

Brad Thomas
BHBLTA President

**AGREEMENT
BY AND BETWEEN
THE BURNT HILLS-BALLSTON LAKE
CENTRAL SCHOOL DISTRICT
AND
BURNT HILLS-BALLSTON LAKE TEACHERS ASSOCIATION
AND
EDMUND ROHRMEIER**

This Agreement by and between the Burnt Hills-Ballston Lake Central School District (“the District”) and The Burnt Hills-Ballston Lake Teachers Association (“the Association”) and Edmund Rohrmeier (“Rohrmeier”) provides as follows:

W I T N E S S E T H :

WHEREAS, Rohrmeier is a part-time health teacher of the District that is represented by the Association; and

WHEREAS, the district has been approached by the Cooperative Virtual Learning Academy (CVLA) regarding the availability of District teachers to provide remote instruction to secondary CVLA students; and

WHEREAS, Rohrmeier expressed an interest in providing remote instruction ro CVLA students; and

WHEREAS, Article 8 of the collective bargaining agreement between the District and the Association allows for a member of the Association to modify a unit member’s schedule; and

WHEREAS, the District appointed Rohrmeier to a .9 FTE on September 28, 2022 in recognition of his 1.0 assignment for the first semester and his .8 assignment for the second semester; and

WHEREAS, Rohrmeier, the District and the Association have discussed allowing Rohormeier to alter his schedule by teaching CVLA students remotely during the 2022-2023 school year; and

WHEREAS, the District, the Association and Rohrmeier have discussed the matter and have mutually agreed to resolve the matter without the need for further litigation under the following terms and conditions.

IT IS HEREBY AGREED AS FOLLOWS:

1. Rohrmeier shall be compensated \$5,374.70 the equivalent of a .1 FTE, for the period of 10/1/22 - 1/31/23. Compensation shall be paid in eight (8) equal installments through the district's bimonthly payroll during the months of October, November, December and January.
2. Rohrmeier agrees to provide CVLA remote instruction either during his planning period or outside of the school day as defined by the collective bargaining agreement between the District and the Association. Rohrmeier understands that he is not entitled to any additional planning time for voluntarily taking on this assignment.
3. Rohrmeier understands that the 1.0 FTE health teacher position for which he has been offered is for a limited term. Rohrmeier hereby voluntarily waives any right to a probationary appointment to this position. Rohrmeier further understands that this 1.0 FTE health teacher appointment shall terminate on January 31, 2023 without any additional action by the Superintendent of Schools or Board of Education. Rohrmeier understands that he shall neither receive a probationary appointment nor accrue time towards tenure for this appointment.
4. **Non-Precedent** - The parties agree that this settlement is non-precedent setting and shall not be referred to in any future situation involving another employee or incident, including all future Article 8 schedule requests.
5. **Full Agreement** - This Agreement constitutes the entire agreement between the parties, supersedes all prior agreements between the parties, and may not be altered, amended, or modified except by a writing executed by both parties.
6. **Law of New York** - This Agreement shall be construed and enforced in accordance with the laws of the State of New York.
7. **Binder** - This Agreement shall bind the Association, and the District, its agents, successors and assigns.

Dated: September _____, 2022

FOR THE DISTRICT:

Dr. Patrick McGrath
Superintendent of Schools

BHBLTA:

Brad Thomas
BHBLTA President

Edmund Rorhmeier
Association Member

**AGREEMENT
BY AND BETWEEN
THE BURNT HILLS-BALLSTON LAKE
CENTRAL SCHOOL DISTRICT
AND
BURNT HILLS-BALLSTON LAKE TEACHERS ASSOCIATION**

This Agreement by and between the Burnt Hills-Ballston Lake Central School District (“the District”) and The Burnt Hills-Ballston Lake Teachers Association (“the Association”) provides as follows:

W I T N E S S E T H :

WHEREAS, the District hired a part-time foreign language teacher during the summer of 2022 whose assignment included the teaching of the sixth grade foreign language minis; and

WHEREAS, the part-time foreign language teacher resigned two weeks prior to the start of the 22-23 school year; and

WHEREAS, the District posted for a replacement foreign language teacher but did not receive any certified applicants; and

WHEREAS, the District assigned the 9th period foreign language mini to Tiffany Phelps and the 10th period foreign language mini to Caitlin Nirsberger; and

WHEREAS, Phelps, Nirsberger and DeMarco believe that offering French, Spanish and German foreign language is advantageous to the entire foreign language department; and

WHEREAS, Phelps, Nirsberger and DeMarco are willing to rotate the foreign language mini assignments so that students are exposed to multiple foreign languages; and

WHEREAS, the District and the Association have discussed the matter and have mutually agreed to resolve the matter without the need for further litigation under the following terms and conditions.

IT IS HEREBY AGREED AS FOLLOWS:

1. For the 2022-2023 school year only, Nirsberger, Phelps and DeMarco agree to rotate the teaching of the 6th grade foreign language minis during 9th and 10th periods so that students have access to multiple foreign languages.

2. The District agrees to compensate Nirsberger, Phelps and DeMarco \$1,000 each for their willingness to share the 6th grade foreign language minis.

3. **Full Agreement** - This Agreement constitutes the entire agreement between the parties, supersedes all prior agreements between the parties, and may not be altered, amended, or modified except by a writing executed by both parties.

4. **Law of New York** - This Agreement shall be construed and enforced in accordance with the laws of the State of New York.

5. **Non-Precedent** - The parties agree that this settlement is non-precedent setting and shall not be referred to in any future situation involving another employee or incident.

6. **Binder** - This Agreement shall bind the Association, and the District, its agents, successors and assigns.

Dated: November _____, 2022

FOR THE DISTRICT:

BHBLTA:

Dr. Patrick McGrath
Superintendent of Schools

Brad Thomas
BHBLTA President