

**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 collective bargaining agreement between the District and the Association establishes a school year with a maximum of 186 school days that begins on or after September 1st; and

**WHEREAS**, the calendar committee met in March 2025 to discuss the calendar options for the 2025-2026 school year; and

**WHEREAS**, the calendar committee offered August 28, 2025 as a possible opening day; 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 2025-2026 school year, opening day shall be Thursday, August 28, 2025.
2. The opening day program shall include no more than two hours of programming led by the Superintendent of Schools and the District administration. The BHBLTA shall have the right to hold its Association meeting at the conclusion of the programming provided by the Superintendent and district administration.
3. The district shall designate September 2, 2025 and September 3, 2025 as Superintendent Conference days and shall not schedule meetings for members of the Association unless they are at their assigned schools.
4. Individuals that have pre-planned activities on August 28, 2025 shall be permitted to charge two (2) hours of personal or sick leave provided they notify the Superintendent of the pre-planned activity by May 1, 2025. The Superintendent reserves the right to request an

employee provide documentation verifying the need to miss August 28, 2025. Employees who fail to notify the Superintendent of Schools by May 1 and who are not in attendance on August 28, 2025 must charge a full day of personal leave to account for the absence.

5. The terms of this agreement are contingent on the Board of Education adopting the recommended school calendar with a start date of August 28, 2025. Should the Board of Education reject that recommendation, the terms of this agreement are no longer in effect.

6. **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.

7. **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.

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

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

Dated: April \_\_\_\_\_, 2025

FOR THE DISTRICT:

BHBLTA:

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Dr. Patrick McGrath  
Superintendent of Schools

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Brad Thomas  
BHBLTA President