

**AGREEMENT  
BY AND BETWEEN  
THE BURNT HILLS-BALLSTON LAKE  
CENTRAL SCHOOL DISTRICT  
AND  
BURNT HILLS-BALLSTON LAKE TEACHERS ASSOCIATION  
AND  
SCHOOL ALLIANCE OF SUBSTITUTES IN EDUCATION**

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 The School Alliance of Substitutes In Education (“SASIE”) provides as follows:

**W I T N E S S E T H :**

**WHEREAS,** [REDACTED] is an employee of the District who has been serving as a long-term substitute since September 1, 2023 and is represented by SASIE; and

**WHEREAS,** during the 2024-2025 school year [REDACTED] was diagnosed with significant health issues; and

**WHEREAS,** the collective bargaining agreement between the the District and SASIE does not provide for sick leave for long term substitutes; and

**WHEREAS,** the District, the Association and SASIE desired to provide paid sick leave to [REDACTED] in recognition of his unique circumstances as a multi-year long term substitute;

**WHEREAS,** the District, the Association and SASIE discussed creating a pilot sick bank that would be available to long-term substitutes that have prolonged, catastrophic or long term illness; and,

**WHEREAS,** the District, the Association and SASIE wish to commit their understanding to writing.

**IT IS HEREBY AGREED AS FOLLOWS:**

1. The District and SASIE agree to create a sick leave bank for members of the SASIE bargaining unit that have prolonged, catastrophic or long term illness. The sick leave bank shall be in existence as a pilot from April 1, 2025 through June 30, 2025.
2. The SASIE sick leave bank shall be funded from voluntary donations of sick leave from employees represented by the Association. There shall be a cap of sixty (60) total donated sick days for the SASIE sick leave bank and no employee represented by the Association shall be

permitted to donate more than ten (10) sick days to the SASIE sick leave bank. Employees who are represented by the Association and who may financially benefit from donating sick leave days to the SASIE sick leave bank shall be prohibited from donating sick days to the SASIE sick leave bank.

3. The Association shall coordinate the voluntary contribution of sick leave days for the SASIE sick leave bank. Sick leave donations shall be done in the order of arrival until such time as every member of the Association has been contacted or until sixty (60) days have been donated. The Association shall first solicit donations from the social studies department, if necessary the Association shall then solicit donations from the Middle School professionals, followed by soliciting donations from the High School professionals and finally soliciting donations from the elementary school professionals. By April 9, 2025, the Association President, or designee, shall communicate to the Superintendent, or designee, the number of donated sick days that will be contributed to the SASIE sick leave bank. On April 9, 2025, the Superintendent, or designee, shall communicate to the SASIE President the number of days donated to the SASIE sick bank.

4. Between April 10, 2025 and June 30, 2025, an employee of the district represented by SASIE and who is employed as long-term substitute may apply to receive sick leave from the SASIE sick leave bank provided the employee has a prolonged, catastrophic or long term illness. The request shall be made to the Superintendent and the President of SASIE. In the request, the employee shall describe the nature of their prolonged, catastrophic or long term illness. An employee may apply for up to 60 days of sick leave from the SASIE sick leave bank.

5. Any request for sick leave from the SASIE sick leave bank must be approved by the Superintendent of Schools, the SASIE President and the Association President.

6. Approved sick leave days shall be eligible to be used for absences between April 1, 2025 and June 30, 2025.

7. The District, SASIE and the Association agree that on July 1, 2025, the SASIE sick leave bank shall be dissolved in its entirety. In the event there are any sick days remaining in the bank they will be redistributed to the sick leave bank between the Association and the District. No donated sick leave days will be returned to any member of the Association who voluntarily donated sick leave days to the SASIE Bank.

8. **Full Agreement** - This Agreement constitutes the entire agreement 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: April \_\_\_\_\_, 2025

FOR THE DISTRICT:

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Dr. Patrick McGrath  
Superintendent of Schools

BHBLTA:

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Brad Thomas  
BHBLTA President

SASIE:

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Terrence Virga  
SASIE Principal