

ICSD Proposal and Responses

Meeting October 16

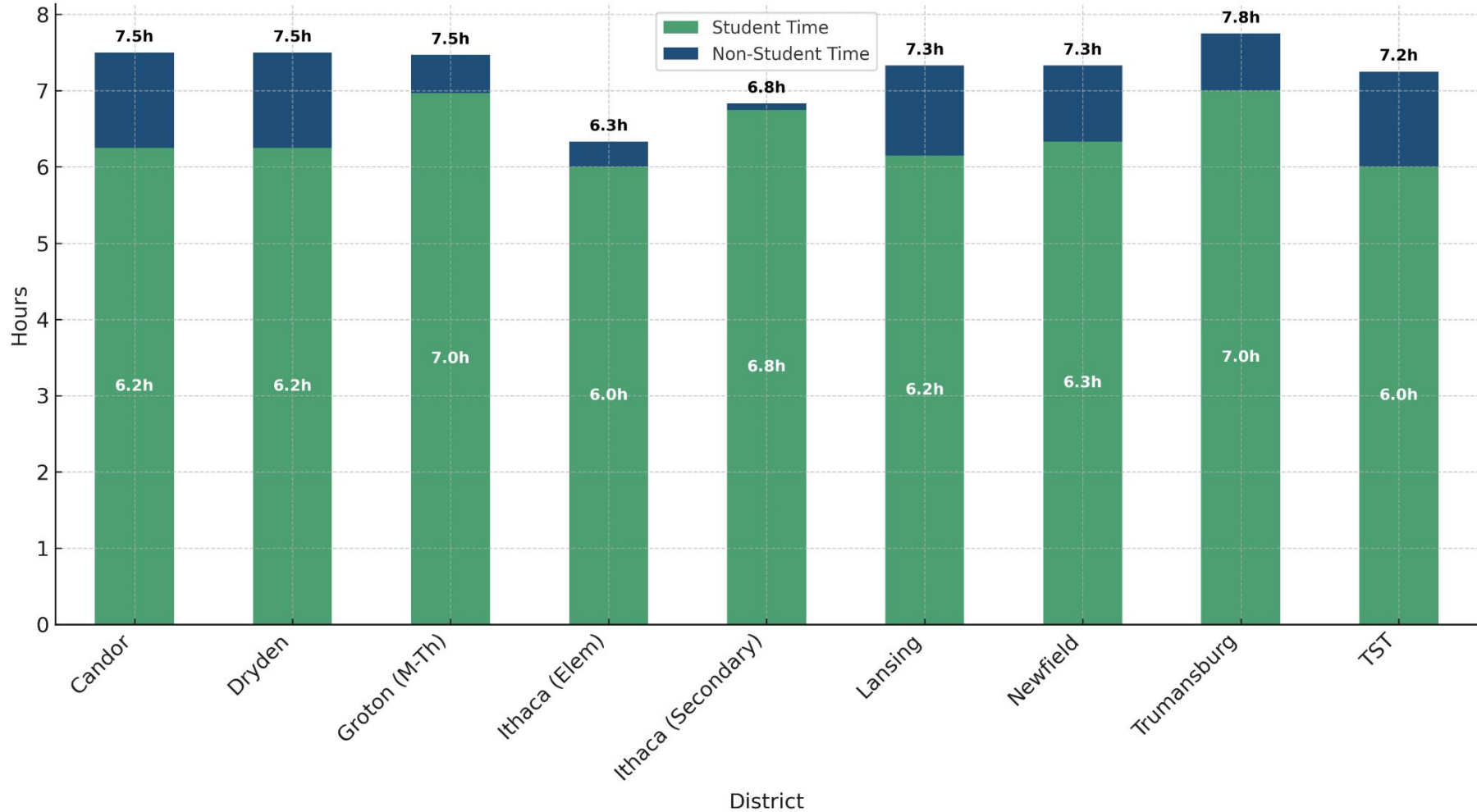


Proposal 1

Superintendent Discretion for Recruitment and Retention

- The Board reserves the right, upon recommendation from the Superintendent of Schools, to grant payment above Step to any individual at any time.

Comparison of Teacher Contract Time: Student vs. Non-Student Hours





Proposal 2

Time to Work at Work

- Extended Professional Day:
Teachers remain on site
Monday–Thursday, 60 minutes
beyond student dismissal for
professional learning, planning,
co-planning, duties, collaboration,
and school-based work.
- Monday, Tuesday, Thursday -
teacher led



Proposal 3

Expanded Student Learning Time

- District owns the right to extend the school day.
- Elementary extended by 30 minutes.
- Secondary day extended by 15 minutes.



Proposal 4

Modernized HR and Operations

- All members enroll or utilize direct deposit, digital pay stubs, telemedicine enrollment, and streamlined and digital timekeeping.



Proposal 5

Professional and Compliance Expectations

- ITA members are responsible for the timely and independent completion of all state-mandated training.



Proposal 6

Competitive Regional Salaries/Step and Lane

- 7% annual salary increases for 2025-2026 and 2026-2027. 6% increase for 2027-2028.
- A step-and-lane schedule structured to ensure no teacher receives less than a 5% yearly total increase.

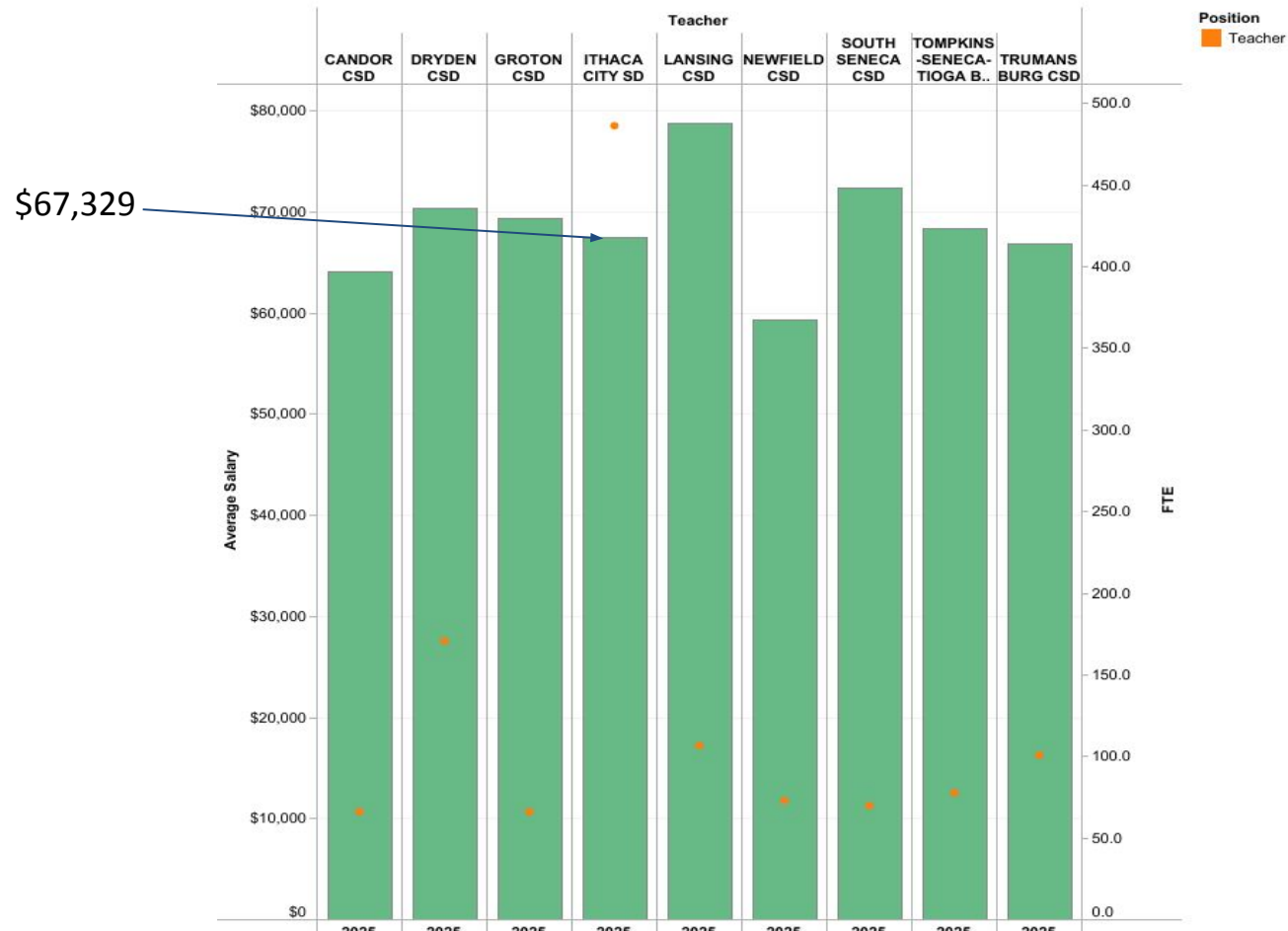
Average Salary and FTE Trends

District(s): All

Position(s): Teacher

Note: NYSED staff reporting requirements for assignments/positions changed in 2020 and data may not align with prior years.

Source: NYSED Salary



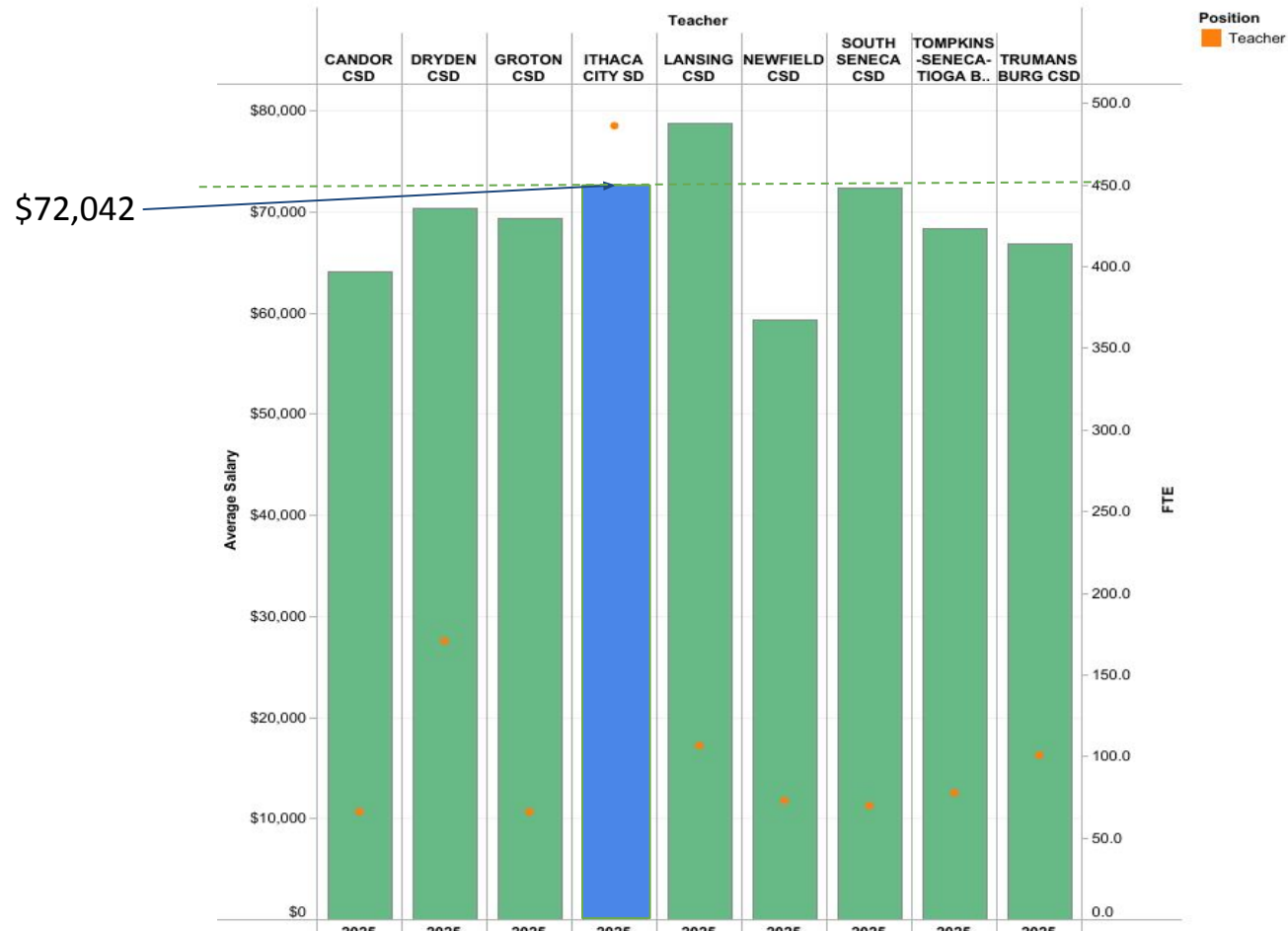
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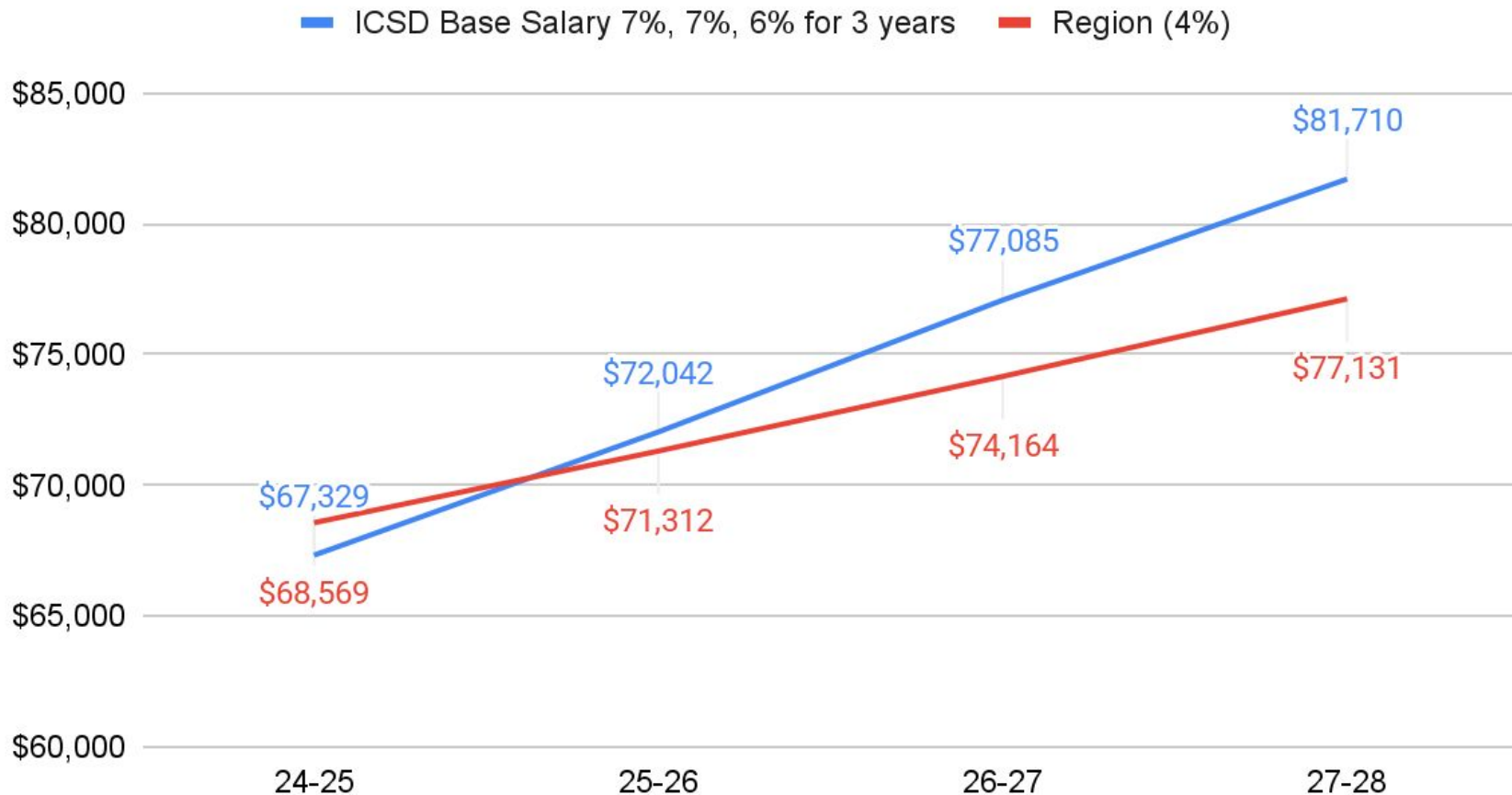
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3 year projection ICSD vs region





Responses to ITA proposals

- Proposal 1 - All Tentative agreements - Yes
- Proposal 3 Family Leave
 - Article 16.C.1.a through - 16.C.1.b - Yes
 - 16.C.1.c - Yes, but only for qualifying medical conditions of the child
 - 16.C.2 - Yes
 - 16.C.3- Open to further discussion

Responses to ITA proposals continued



- Proposal 4 - Expanded Coverage 23.2 - No
- Proposal 4 - Retiree coverage 23.C.3 - Yes
- Proposal 5 - Cost of Living adjustment - Yes
- Proposal 6 - Hiring Committees - No
- Proposal 7 - Inclusion Fail to Fill - No
- Proposal 8 - Club Advisor Rate - Yes

Responses to ITA proposals continued



- Proposal 9 - Protections Against AI/Outsourcing

- **Article 10.P.C - Paragraph one - yes.**

- Both the District and the Association highly value the benefits of human teachers and human connection in the classroom, but also understand that ever-evolving technology has a place in education. To that end, generative AI and other technological developments will be used only to supplement, support, and enhance teaching and learning.

- **Article 10.P.C - paragraph two - No**

- District would like to develop potential AI policy and procedures in conjunction with the board of education. District would like to create an advisory committee to study this issue further

Responses to ITA proposals continued



- Proposal 10 - Tuition Waiver - Counter-proposal change cap to 50 teachers may have their children attend ICSD schools
- Proposal 11 - Librarian Schedule - No