

Kaleida Health Master Negotiations 2025
Counter-Proposal

Date Presented: April 25, 2025

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Article 80
School Health Services Employees

Section 1. A school health services employee is one who is hired to work in one of the following programs:

- a.) School-based health clinics at both elementary and high schools in the Buffalo Public School (BPS, hereafter) District and Charter Schools.
- b.) Any future school-related programs supported by outside source funding.

Section 2. During periods when the school children are not in school, Full-time, Full-time Flex and Part-time School health services employees will be allowed to continue to participate in the Kaleida Health and dental insurance program and the employer will continue to contribute the employer portion of the premium.
School health services employees shall receive travel expenses in accordance with Article 48 Travel.

Section 3. PTO Usage: all employees classified as School Health services employees must allocate PTO or negative PTO for Kaleida Health Holidays (Thanksgiving Day, Christmas Day, New Year's Day, Memorial Day) and excused absences will not be allowed. On holidays which fall on a weekend or on a day in which the employee is not regularly scheduled the employee(s) will not be required to allocate PTO. During Buffalo Public School District and Non-Public School calendar designated days when the Children are not in school including incidental holidays the employee will not be required to use PTO and will have the option to work in the hospital without incurring OT or take an excused absence without accruing PTO. During the winter break (Christmas), as per Buffalo Public and Non-Public School calendar, all employees will be required to use PTO, if an employee does not have PTO to cover those days the employee shall not be required to use negative PTO and will have the option to work in the hospital without incurring OT or take an excused absence without accruing PTO.

During the spring break, all employees must allocate PTO or negative PTO, not to exceed five (5) days to cover those days and excused absence will not be allowed.

The employees will be allowed to use either excused absences or PTO for ~~superintendent conference days~~ unplanned days and half days as well as the two weeks before and after the summer session if they are assigned to work the summer session. ~~Superintendent conference days are considered regularly scheduled work days.~~

During the Buffalo Public School District and Non-Public School District calendar, days used for remote learning where Buffalo Public School staff are directed to work from home to provide

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instruction to the children, all School Based Health Center employees will work remotely provided there is work available. This permission does not include days designated as snow days, or other days remote learning is not provided to the children. The Employer reserves the right to rescind any individual's remote working arrangement and access as a result of underperformance, disciplinary action, or for additional training.

School health services employees will have an automatic carryover of up to 75 hours of unused PTO at the end of the PTO plan year. Those employees who do not have enough PTO to cover these days will be allowed to take negative PTO during the PTO year up to the maximum limit as set forth in Article 26, PTO of the Master Bargaining Agreement or take excused absences only as identified above. PTO Scheduling Article 27 will be followed for all bargaining units when requesting the use of unallocated PTO time. Unallocated weeks and days of PTO may be requested four (4) weeks in advance of the time block. The employee will be notified of approval or disapproval of these requests and shall be included in the posted schedule. Unallocated time is defined as PTO time which exceeds the PTO time to cover the Kaleida Holidays and spring break as previously mentioned inclusive of the employee being required to go into the negative limit to cover these aforementioned days. PTO/ESB will accrue as per Master Agreement.

Section 4. At the beginning of the school year, staff will return to their original FTE unless affected through a Job Security presentation.

Section 5. If a School Health Services Employee is unable to report for work they must notify their supervisor no later than 6:00 AM the day of the shift.

Section 6. School Health Services positions are grant funded and subject to change due to changes in the grand funding on a year-to-year basis. Any position affected due to a change in funding will be subject to the layoff and recall language in the appropriate sites.

Section 7. There shall be a School Health Services Labor-Management committee which shall meet at least quarterly to discuss issues specific to the school health services program.

Section 8. **When the school calendar is finalized for the following year, any changes will be reviewed at the next scheduled Labor Management Committee.**