MEMORANDUM OF AGREEMENT
between the
ITHACA CITY SCHOOL DISTRICT
and
ITHACA SUBSTITUTES ASSOCIATION
Professional Development Days

THIS MEMORANDUM OF AGREEMENT is made between Ithaca Substitutes Association (hereinafter the "Association") and the Ithaca City School District (hereinafter "District"), severally known as "the parties".

WHEREAS, the parties entered into a Collective Bargaining Agreement governing all negotiable items between the District and the Association for the period of July 1, 2018 through June 30, 2024 (hereinafter the "Agreement");

WHEREAS, Article VI.G of the Agreement outlines the eligibility and usage of professional development for Association members; and

WHEREAS, the parties wish to amend Article VI.G of the Agreement.

NOW THEREFORE, it is mutually agreed between the parties as follows:

1. Effective upon execution of the Memorandum of Agreement, Article VI.G of the Agreement shall be amended as follows:

   "G. Substitutes are eligible to participate in and receive pay for one District sponsored professional development day after working thirty (30) days in the District within a 12 month period, and another professional development day after working forty-five (45) days in a 12 month period in the District. Days worked do not need to be consecutive. Professional development day(s) must be used prior to the end of the following school year."

2. Any disagreement, misapplication, or misinterpretation of this Memorandum of Agreement shall be adjudicated through the grievance process in the Agreement.

3. This Memorandum of Agreement constitutes the complete agreement by and between the parties and may not be changed or modified except in writing executed by the same parties hereto.

SIGNATURE PAGE FOLLOWS

IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Agreement to be executed on the date herein written:
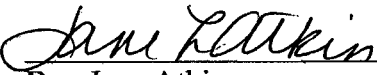
ITHACA CITY SCHOOL DISTRICT

Date: _____

By: Luvelle Brown
Its: Superintendent of Schools

ITHACA SUBSTITUTES ASSOCIATION

Date: _9/18/19_

By: Jane Atkin
Its: President