

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

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 method in which substitutes become eligible to earn professional development;

WHEREAS, the parties have discussed a new system of tracking professional development moving forward.

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

1. Effective July 1, 2022, Article VI.G of the CBA shall be amended as follows:

"Every school year, substitutes are eligible to participate in and receive pay for one (1) District or BOCES sponsored professional development day after working thirty (30) days in the District within a school year. Substitutes are eligible to earn an additional professional development day after working forty-five (45) days in the District within a school year. The days do not need to be consecutive."
2. Substitutes will have until the end of the following school year/fiscal year (June 30th) to redeem earned professional development days.
3. Any disagreement, misapplication, or misinterpretation of this Memorandum of Agreement shall be adjudicated through the grievance process in the Agreement.
4. 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



By: Luvelle Brown
Its: Superintendent of Schools

Date: 9/22

ITHACA SUBSTITUTES ASSOCIATION



By: Mike Yerky
Its: President

Date: 9/1/22