

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

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 discussed a new system of tracking professional development moving forward.

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


1. Effective upon execution of the Memorandum of Agreement, the District shall compensate an Association member one (1) paid day per month per calendar year for the tracking of professional development eligibility.
2. The Association president shall designate the Association member responsible for professional development eligibility tracking and shall notify the Director of Human Resources or his/her designee of the assignment.
3. The assigned Association member shall submit his or her paid day on a form designated by the Director of Human Resources or his/her designee.
4. For District auditing purposes, the Association member designated as the professional development eligibility tracker shall submit a monthly report with any relevant documentation that supports the report to the Director of Human Resource or his/her designee.
5. The parties agree to meet in June of every year to discuss this Agreement.
6. Any disagreement, misapplication, or misinterpretation of this Memorandum of Agreement shall be adjudicated through the grievance process in the Agreement.

7. 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: 11/14/19

ITHACA SUBSTITUTES ASSOCIATION



By: Jane Atkin
Its: President

Date: 9/17/19