

Memorandum of Agreement

By and Between

Scotia-Glenville Central School District
And
Scotia-Glenville Teachers' Association

The Scotia-Glenville Central School District ("District") and the Scotia-Glenville Teachers' Association, Teacher Assistant's Unit ("SGTA") hereby agree to the following:

WHEREAS, the District and the SGTA are parties to a collective bargaining agreement (CBA) dated July 1, 2021 – June 30, 2024; and

WHEREAS, the SGTA represents certain certified personnel in the District, including Licensed Teaching Assistants ("LTAs"); and

WHEREAS, on or about October 4, 2024, the SGTA filed a "Level One" grievance on behalf of the Association, alleging that the District violated *Article 17, Salary, Letter D* of the parties' CBA when two (2) LTAs in the District's Life Skills Program were required to prepare curriculum, make curricular decisions, create all lessons and materials, and deliver instruction during a period of time between September 5, 2024 and October 4, 2024 (22 instructional days), without additional compensation; and

WHEREAS, the District and the SGTA came together to discuss the Grievance and explore mutually agreeable resolutions; and

WHEREAS, having discussed the matter, the parties agree that it is in their mutual best interests to resolve the matter and avoid the time, expense, and uncertainty of further litigation.

NOW, THEREFORE, the parties hereby agree as follows:

1. The District shall pay to the affected SGTA members, Patricia Zeman and Kayla Gatta, \$269.28 each, representing the contractual rate of \$18 per hour for classroom coverage, prorated to reflect the at-issue 41-minute class period, over 22 instructional days.
2. The District recognizes that LTAs shall not, while acting in such capacity, be responsible for unilaterally planning and delivering instruction, preparing curriculum, or making curricular decisions. The parties further agree that LTAs assigned to the Work Skills Class at the Senior High School will work with students on hands on/job skills. This may require LTAs to accompany students outside of the classroom setting.
3. The Association affirms it has the authority to execute this Settlement Agreement.

4. The parties agree that this Settlement Agreement resolves this matter, and the Association shall withdraw the October 4, 2024 grievance, with prejudice.
5. This Settlement Agreement cannot otherwise be amended, modified or changed without the express written consent of all the parties hereto.
6. This Settlement Agreement will bind the Association, its affiliates, successors and assigns and the District and its successors and assigns.
7. This Settlement Agreement shall be subject to the approval of the District's Board of Education.

SCOTIA-GLENVILLE CENTRAL SCHOOL DISTRICT

By: _____

Susan Swartz, Superintendent of Schools

Date: _____

SCOTIA-GLENVILLE TEACHERS' ASSOCIATION

By:  _____

Sarah Hoffmann, President, SGTA

Date: 12/11/2024