

**MEMORANDUM OF AGREEMENT BETWEEN
SYRACUSE CITY SCHOOL DISTRICT AND SYRACUSE TEACHERS ASSOCIATION
Unit 1 Compensatory Time for Evening Events**

This Memorandum of Agreement is hereby made and entered into by and between Syracuse City School District (hereinafter referred to the "District") and the Syracuse Teachers Association, representing the members of Unit 1 (hereinafter referred to as the "Association").

WHEREAS, the District conducts several evening conferences annually, which may include open houses, parent-teacher conferences, and family nights; and, other similar events; and,

WHEREAS, the District and the Association acknowledge the importance of these evening events for the District's educational mission, and desire continued employee participation in such events; and,

WHEREAS, the District and the Association desire clear language to resolve future ambiguities surrounding required attendance and compensation for evening events; and

WHEREAS, the District and the Association acknowledge the importance of equitable compensation for participation in evening events.

NOW, THEREFORE, the parties stipulate and agree as follows:

1. Evening events for the purposes of this MOU do not signify a specific time, only that the event happens after the normal workday but during the normal school week.
2. The District may require unit-wide attendance at two (2) evening events lasting no more than two (2) hours each per school year, at either: a parent teacher conference, open house, or a substantively similar event. Both events must conclude by 8:30 PM.
3. Employees who attend both evening events shall be permitted to take a half day on a day designated as a half day for students. In order for an employee to be eligible to take the half day as compensatory time, they need to be present at both events. If they are in attendance at only one event, they will only be eligible for two hours of compensatory time. If employees are unable to attend either event prior to the compensatory day, including leaves, no compensatory time will be granted.
4. If the District Student Calendar Digest designates more than one half day for students in one school year, the District shall reserve the right to determine the scheduling of such compensatory time.

5. The District reserves the right to determine the scheduling of such compensatory time, but must be scheduled during the school year in which the evening event attendance occurred.

For the District:

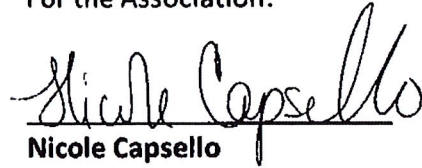


Anthony Q. Davis
Interim Superintendent of Schools
Syracuse City School District

12/2/22

Date

For the Association:



Nicole Capsello
President
Syracuse Teachers Association

11/30/2022

Date