

**MEMORANDUM OF AGREEMENT BETWEEN
SYRACUSE CITY SCHOOL DISTRICT AND SYRACUSE TEACHERS ASSOCIATION
Unit 8 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 8 (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 are parties to a memorandum of understanding that covers Unit 8 participation in and compensation for the evening activities referenced herein and,

WHEREAS, the District and the Association desire to modify the terms of the memorandum. and

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

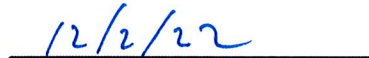
1. The current memorandum of understanding, attached as Appendix 1, shall remain in effect until June 30, 2023. On July 1, 2023, the new terms of this memorandum shall go into effect.
2. Evening events for the purposes of this MOU do not signify a specific time, only that the event happens after the normal workday but during the normal school week.
3. The District shall allow all Unit members to participate in 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.
4. Participation in the evening events referenced herein shall be voluntary.
5. Employees shall receive one hour of compensatory time for every hour the employee is present at any of the evening events referenced above. Employees who fully attend both evening events shall be permitted to take a half day on a day designated as a half day for students. 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.

6. 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:

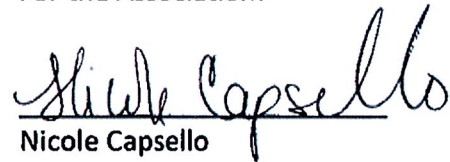


Anthony Q. Davis
Interim Superintendent of Schools
Syracuse City School District

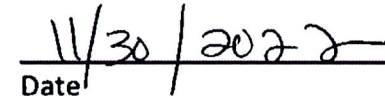


Date

For the Association:



Nicole Capsello
President
Syracuse Teachers Association



Date