

**MEMORANDUM OF UNDERSTANDING
BETWEEN
SYRACUSE CITY SCHOOL DISTRICT AND
SYRACUSE TEACHERS ASSOCIATION**

Unit 1 COVID-19 Shutdown and Work Agreement

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

WHEREAS, the Association represents employees in Unit 1 Teachers and Ancillary Staff; and

WHEREAS, the government has ordered the closure of all schools within the county to help curtail the spread of the COVID-19; and

WHEREAS, Unit 1 instructional staff provide necessary educational benefits to the students of Syracuse, to achieve a continuity of learning;

WHEREAS, the Parties also wish to establish other conditions of employment that will best ensure that students, families, and staff are supported during the school closures.

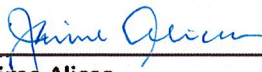
NOW, THEREFORE, the Parties stipulate and agree as follows:

1. The District and the Association shall partner to provide a continuity of instruction and minimum standard of care for students throughout any school closure during regularly scheduled school days.
2. Unit 1 members shall maintain a frequency of contacts with students enrolled in their class or in any related services. Members shall attempt and log two attempts per student/family per school week. The District shall provide a standard form for the tracking of these contacts.
3. Unit 1 members shall check and respond to emails twice per regularly scheduled school day during any school closure.
4. Unit 1 members who teach or work with students with IEPs, 504s, safety plans, or other students in need of intense mental health services shall coordinate with supervisors and team members to contact students and families.
5. The District shall identify mission-critical staff, including district coaches, who will partner with the District, Association, and other staff to work as necessary. Meetings will be conducted remotely as necessary.
6. This agreement shall be limited to the current school closure for the COVID-19 outbreak. It shall expire upon the full re-opening of the Syracuse City School District.

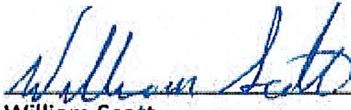
Due to the changing nature of the COVID-19, the parties agree to continue communicating and negotiating based on the needs of our community. The parties acknowledge and understand that the District and its employees will be obligated to meet any minimum requirements of law, guidance, or

regulations from the New York State Department of Education or New York State. The parties may reconvene to negotiate terms and conditions beyond those required.

This memorandum shall be fully executed and take effect as of the last date of approval as completed by the parties below.



Jaime Alicea 3/16/20
Superintendent of Schools Date
Syracuse City School District



William Scott 3/16/2020
President Date
Syracuse Teachers Association