

MEMORANDUM OF AGREEMENT
Between the
Averill Park Central School District
And the
Averill Park Teachers' Association

WHEREAS, The Averill Park Central School District ("District") and the Averill Park Teachers' Association ("Association") are parties to a collective bargaining agreement ("Agreement"); and

WHEREAS, Article 19, Section 3(A) of the Agreement governs the start of the teacher work day and the District wishes to offer an additional class before the normal start of the student day at the school involved and teacher workday and a teacher (Matt Duff) is willing to teach this additional class at an earlier time in order to afford more students the opportunity to take the class; and

WHEREAS, the Association is willing to provide the flexibility to implement the agreed upon plan to offer this additional class under the terms set forth below;

IT IS HEREBY AGREED:

1. The District will schedule Association member Matt Duff from 7:00 a.m. to 2:05 p.m. daily which is an earlier start time than other teachers. Mr. Duff has agreed to voluntarily accept this assignment.
2. Since Mr. Duff's total course load will not be beyond a normal load, there is no additional compensation due Mr. Duff as a result of this assignment.
3. This altered schedule and the assignment of Mr. Duff will occur until such time as either the District notifies Mr. Duff that it will no longer offer that earlier course or Mr. Duff notifies the District he no longer wishes to teach the earlier course. In either case, such notice will occur early enough in the prior school year so that it can be planned for in the following school year. This will require such notice to be provided to the District or Mr. Duff no later than April 1.
4. This Memorandum of Agreement is due to the unique situation involved and shall not constitute precedent for either the School District or Association in any other or future situation. This Memorandum of Agreement shall continue until such time as terminated as set forth above.

Date: September 16, 2019

For the District:

For the Association:

James R. Franchini, Ed. D.
Superintendent of Schools

Gordon Kaedy
President