

**MEMORANDUM OF AGREEMENT**  
**between the**  
**ELMIRA HEIGHTS CENTRAL SCHOOL DISTRICT**  
**AND**  
**ELMIRA HEIGHTS TEACHERS' ASSOCIATION**

*RE: Dean of Students stipend in Spring 2024*

**THIS AGREEMENT** is made by and between the Elmira Heights Central School District (hereinafter the "District") and the Elmira Heights Teachers' Association (hereinafter the "Association").

**WHEREAS**, the Association and the District entered into a Collective Bargaining Agreement (hereinafter the "CBA") governing all negotiable items between the District and the Association for the period of July 1, 2021 through June 30, 2024; and

**WHEREAS**, the District appointed a teacher, Nicole Rosno as an interim Dean of Students at Cohen Elementary School during the months of May and June in the 2023-2024 year;

**WHEREAS**, Article 6 *Salary*, section 6.7 *Salary calculation for school counselors, psychologist and Instructional Support Teachers* of the CBA states, "*in addition, each school counselor, psychologist and IST shall receive a three thousand dollar (\$3,000.00) stipend in recompense for an 8-hour work day.*"; and

**WHEREAS**, the parties have discussed and agreed that a stipend should also be applicable for the position of interim Dean of Students that compensates the employee for their work time and tasks completed in an 8-hour work day;

**NOW THEREFORE**, the parties agree as follows:

1. Upon execution of this Agreement and approval by the Board of Education, the position of interim Dean of Students that existed during the months of May and June 2024 shall receive a retroactive stipend.
2. The parties agree that the stipend for the time worked and tasks completed shall be a total amount of one thousand five hundred (\$1,500.00) dollars.
3. The District agrees to make the one time lump sum retroactive stipend payment to said employee within 30 calendars of the approval of this agreement by the Board of Education.
4. This Memorandum of Agreement shall represent the full and complete agreement between the parties and no other claims, actions, or proceedings of any kind whatsoever will be commenced by any of the parties on any of the issues set forth in this Agreement.

- 5. This Agreement shall become effective upon the signatures of all the parties hereto and after it has been approved by the Board of Education.
- 6. This Agreement constitutes the complete agreement by and between the parties and may not be changed or modified except in writing executed by the same parties hereto.
- 7. Any disagreement, misapplication or misinterpretation of the Agreement will be adjudicated using the grievance process in the CBA.

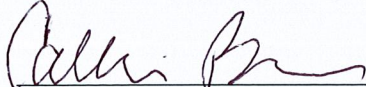
**IN WITNESS WHEREOF**, the parties hereto have caused this Memorandum of Agreement to be executed on the date herein written:

**ELMIRA HEIGHTS CENTRAL SCHOOL DISTRICT**

  
\_\_\_\_\_  
Superintendent of Schools

Date: 7/30/2024

**ELMIRA HEIGHTS TEACHERS' ASSOCIATION**

  
\_\_\_\_\_  
President

Date: 7/29/2024