

**MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN THE
ELMIRA HEIGHTS TEACHERS' ASSOCIATION
AND THE
ELMIRA HEIGHTS CENTRAL SCHOOL DISTRICT**

WHEREAS, the Elmira Heights Teachers' Association (hereinafter referred to as "EHTA") and the Elmira Heights Central School District (hereinafter referred to as "District") are Parties to a Collective Bargaining Agreement that outlines all negotiable topics from July 1, 2024 through June 30, 2027 (hereinafter referred to as "CBA").

WHEREAS, the Parties have determined the duties of the Middle School Yearbook Advisor have increased over time to include the work of the Yearbook Financials and the Photography. There is a desire to compensate the Middle School Yearbook Advisor for the additional work.

WHEREAS, The CBA outlines, in Appendix D, the Extracurricular Salary Schedule which establishes that the base stipends for Extracurricular Duty positions available to EHTA members.

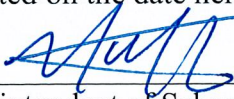
WHEREAS, Appendix D as follows:

EXTRACURRICULAR DUTY	VARSITY			
	LEVEL			
	1	2	3	4
8th Grade Class Advisor Freshman Class Advisor Sophomore Class Advisor	4.2%	4.3%	4.4%	4.8%
Junior Class Advisor Senior Class Advisor	7.6%	7.7%	7.8%	8.6%
Yearbook Advisor	8.7%	8.8%	8.9%	9.8%
Photographer Marching Band/Pep Band Dramatics Student Council 9-12	5.8%	5.9%	6.0%	6.6%
Builders' Club Color Guard Key Club Student Council 6-8 Weightlifting Advisor Junior Rotarians	4.2%	4.3%	4.4%	4.8%
Middle School Store Advisor Middle School Yearbook Advisor National Honor Society National Junior Honor Society Newspaper Yearbook Financial Advisor	2.6%	2.7%	2.8%	3.1%

NOW, THEREFORE, in consideration of the mutual undertakings and covenants herein contained, the parties stipulate and agree as follows:

1. As of September 1, 2024, the stipend position for the Middle School Yearbook Advisor will be moved to the Extracurricular Duty level with the Photographer, Marching Band/ Pep Band, Dramatics, and Student Council 9-12 and will be paid at the following: level 1- 5.8%, level 2-5.9%, level 3- 6.0%, level 4- 6.6%.
2. Any payments made for the Middle School Yearbook Advisor stipend shall be retroactively adjusted to September 1, 2024.
3. Any disputes arising out of an application or interpretation of this memorandum shall be resolved through the grievance procedure in the Collective Bargaining Agreement intact between the District and Association.
4. 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.

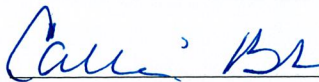
IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Understanding to be executed on the date herein written:



Superintendent of Schools
Elmira Heights Central School District

11/20/2024

Date



Callie Black, President
Elmira Heights Teachers Association

11/20/2024

Date