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**MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
THE PENFIELD CENTRAL SCHOOL DISTRICT  
AND  
THE PENFIELD EDUCATION ASSOCIATION**

WHEREAS, the Penfield Central School District (“District”) and the Penfield Education Association (“Association”) are parties to a collective bargaining agreement (“CBA”) with a term of July 1, 2022 through June 30, 2026;

WHEREAS the District and the Association believe it is in their mutual best interests to modify the terms of their July 1, 2022 to June 30, 2026 collectively negotiated agreement (“Agreement”) as it relates to **ARTICLE V. SALARIES** for the following sections:

- **Section 5-4. CURRICULUM, RESEARCH, AND DEVELOPMENT**
- **Section 5-5. INSERVICE TRAINING CREDIT**
- **Section 5-15. COACHING STIPENDS**

**Section 5-4. CURRICULUM, RESEARCH, AND DEVELOPMENT** is amended to include Teachers on Special Assignment (TOSA) and School Psychologists.

Teachers on Special Assignment may work up to twenty (20) days beyond the regular school year when requested by the Building Principal/Administration and approved by the Superintendent. School counselors will be paid 1/200<sup>th</sup> of their annual salary for a 7-hour day.

School social workers and school psychologists may work up to five (5) days beyond the regular school year when requested by the Building Principal/Administration and approved by the Superintendent. School social workers and school psychologists will be paid 1/200<sup>th</sup> of their annual salary for a 7-hour day.


**Section 5-5. INSERVICE TRAINING CREDIT** is amended to include a new subsection E.

- E. A PEA member who facilitates a district approved professional learning training outside of the contractual workday hours of seven hours (7) and fifteen minutes (15) will be compensated at the rate of \$40.00 per hour for the time facilitating the professional learning outside of the contractual workday. The PEA member will not be eligible to receive compensation for their preparation time. Prior written approval to facilitate the professional learning outside of the contractual workday hours must be obtained from the Director of Professional Learning or their designee no less than seven workdays prior to the professional learning event.

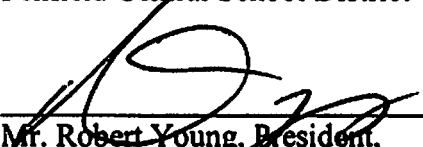
**Section 5-15. COACHING STIPENDS** is amended to add Flag Football to Category B: Varsity Head II, Flag Football to Category F, Varsity Assistant II, and Game Day Cheer to Category B: Varsity Head II.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Agreement as of the date set forth below:

June 8, 2023

  
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Dr. Thomas Putnam, Superintendent of Schools,  
Penfield Central School District

June 8, 2023

  
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Mr. Robert Young, President,  
Penfield Education Association