



Stephen J. Kenny, Ed. D.
Assistant Superintendent for HR
P.O. Box 900, Penfield, NY 14526
Phone: (585) 249-5709
FAX: (585) 248-8412

**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 extracurricular stipends

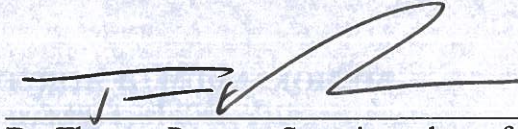
NOW, THEREFORE, for good and sufficient consideration the District and Association agree as follows:

1. Section 5-14 of the agreement between the parties provides for extracurricular stipends.
2. Section 5-14 of the CBA is silent on the rate of compensation for unit member attendance at district approved committee meetings that fall outside of the normal unit member work hours as referenced in Section 7.2 of the CBA.
3. As a result, category E will be added to **Article V. Salaries, Section 5-5. INSERVICE TRAINING CREDIT** and read as follows:
 - E. A PEA member who voluntarily participates in a district approved committee that meets outside of the unit member workday as referenced in Section 7.2 of the CBA will be compensated at the rate of \$20.00 per hour for hours attending the committee meeting. Mileage to and from the committee site or home will not be compensable. The \$20.00 an hour will be pro-rated for a unit member who attends less than the full committee meeting hours. Committees that meet the requirements for the additional \$20.00 per hour will be proactively identified by the Superintendent or their designee and align to district priorities. PEA members must receive written preapproval to participate in the committee from the Building Principal or their designee. The District retains the complete and unfettered discretion to approve committees.
4. Any and all other terms of the CBA between the District and Association not addressed herein will remain in full force and effect.
5. Both parties have had the opportunity to have a representative or attorney of their choice review the agreement.

6. Both parties enter this agreement freely, voluntarily and without coercion.

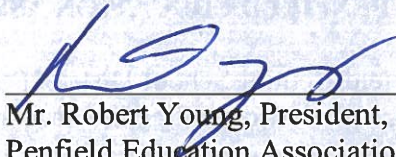
IN WITNESS WHEREOF, the parties have executed this Memorandum of Agreement as of the date set forth below:

September 1, 2023



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

September 1, 2023



Mr. Robert Young, President,
Penfield Education Association