

**Resolution:
2016-2017 Grievance Number 16-17-01**

On November 21, 2016, the Ithaca Teachers Association filed stage 1b grievance with the Ithaca City School District regarding: *Scheduling of IEP and Team/Parent meetings* which violate the current contract.

Specifically,

Article XI, Section C- All elementary teachers shall have at least a 30 minute duty-free lunch period each day and secondary school teachers shall have a duty-free lunch period as long as the students' lunch period each day but in no event less than 30 minutes.

Article XI, Section G- Elementary teachers will have at least one preparation period each day of at least 30 minutes during which they will not be assigned to any other duties.

Article XI, Section I, Subsection (c)- Time for preparation (at least one (1) full period or its equivalent) during each school day shall be maintained.

Article XXV- Faculty Salaries, Section A- Teacher Salaries, subsection 7- In Service/Workshop Instruction and Work Outside Regular School Hours: Teachers who are requested to work during the summer months or outside of regular school hours will be paid 1/200th of their annual salary for each day.

Article XXII: Substitute Teachers, Section D, subsection 4- The teacher shall be remunerated for his/her loss of duty free lunch and/or prep at a rate of an additional \$30 per period.

After discussions with Mr. Robert VanKeuren, Director of Human Capital, and Sheila McEnergy, Director of Special Education, the parties, agree to resolve the grievance as follows:

The District and its agents shall:

- 1.) Schedule all IEP meetings at a time that is mutually agreeable to parents and teachers.
- 2.) For any work or meetings done during a lunch or preparation period, substitute coverage shall be arranged or teachers should be compensated according to Article XXII: Substitute Teachers, Section D, subsection 4. (\$30 per period). Compensation to be paid via timesheets.
- 3.) Work or meetings outside of the school day should be eliminated. Where this is not possible, any work done outside of the work day should be compensated according to Article XXV- Faculty Salaries, Section A (1/200th of their annual salary for each day). Compensation to be paid via timesheets.
- 4.) This is applicable to all staff represented by the association under the collective bargaining agreement.

The signatures below of the parties signify their agreement with this resolution and to formally end the grievance process regarding this matter as stated above.



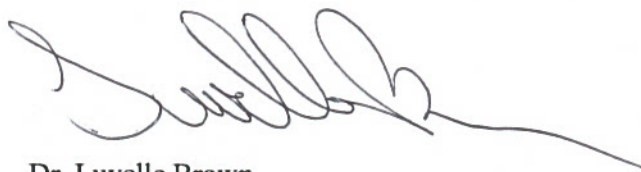
Adam Piasecki
ITA President



Keith Thompson
ITA Professional Rights & Practices Chairperson



Robert VanKeuren
ICSD Chief of Human Capital Officer



Dr. Luvelle Brown
ICSD Superintendent

Cc: Albert Comfort, NYSUT LRS
File