

October 31, 2019

Robert VanKeuren  
Director of Human Resources & Labor Relations  
Ithaca City School District

**Resolve: payment amount for teachers conducting screening and assessments**

Dear Mr. VanKeuren:

This is pursuant to a stage one grievance concerning payment of teachers conducting screening and assessments on non-work days and/or times. Some teachers were told that this work would be paid at the contractual Professional Development/curriculum hourly work rate, rather than their own salary hourly rate.

Due to discussions at stage one, the grievance was settled via an email from you on Monday, Sept. 16, 2019. Accordingly, the above referenced work conducted by staff under the collective bargaining agreement will be paid at their own salary hourly rate. This applies to all work completed on or after July 1, 2019 as there was no agreement on correcting payments specific to this topic prior to this date.

Thank you for your assistance in solving this matter with us in a speedy fashion. We will follow up with a MOU to help further clarify other work and pay rates to avoid these situations in the future.

Sincerely,

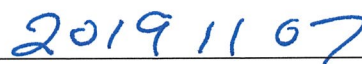
Adam Piasecki  
*President*

Keith Thompson  
*Professional Rights & Practices Chairperson*

cc: Luvelle Brown, Superintendent  
Tammy Romania, LRS NYSUT



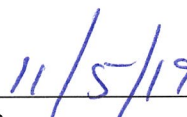
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Director of Human Resources and Labor Relations



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Date



\_\_\_\_\_  
President-Ithaca Teachers Association



\_\_\_\_\_  
Date