MEMORANDUM OF AGREEMENT
by and between
THE CITY OF SCHENECTADY SCHOOL DISTRICT
and
SCHENECTADY FEDERATION OF TEACHERS

WHEREAS, the City School District of the City of Schenectady ("District") and the Schenectady Federation of Teachers (the "SFT") are parties to a Collective Bargaining Agreement ("CBA") dated July 1, 2022 through June 30, 2026; and

WHEREAS, Keane Elementary School ("Keane") is identified as schools under receivership for the 2026-2027 school year pursuant to Education Law §211-f and Commissioner's Regulations §100.19; and

WHEREAS, schools in receivership may exercise enhanced authority to manage and operate the school to achieve demonstrable improvement in student performance; and

WHEREAS, the District has identified several strategies in an attempt to improve student performance; and

WHEREAS, CBA Article 5, Section 5.1.4 "Advanced Study Credits" provides for compensation for graduate and in-service work; and

WHEREAS, CBA Article 9, Section 9.2.1 provides for three hundred (300) minutes of duty-free planning time per week; and

WHEREAS, CBA Article 13, Section 13.3 "In-Service Workshops & Course Work" provides for compensation for unit members who attend in-service training at a rate of one tenth of one percent (.001) of Step 1 Schedule I of the salary schedule; and

WHEREAS, the parties wish to memorialize their mutual understandings with regard to the expectations and compensation for additional planning, professional development and meeting time for Keane teachers during the 2026-2027 school year.

NOW, THEREFORE, the parties agree as follows:

1. During the 2026-2027 school year, teachers assigned to Keane, shall receive two hundred and forty (240) minutes of duty-free planning time and sixty (60) minutes of professional learning committee (PLC) time per week. All teachers who participate in all mandatory PLC during the 2026-2027 school year shall receive a stipend of $2,500 annually, which shall be paid in two (2) equal installments; one in the first check of December and the first check of June. For those who do not participate in all mandatory PLC meetings, the stipend shall be prorated; and

2. During the 2026-2027 school year, teaching staff assigned to Keane, who are not scheduled to participate in PLCs in a given week, shall complete one hour of professional learning (PL) instead. The PL must be approved by an administrator. All teachers who

complete one hour of PL per week in lieu of participating in PLC shall be compensated at a rate of $2,500 annually to be paid in two equal installments. For those who do not participate in all mandatory PL meetings, the stipend shall be prorated; and

3. During the 2026-2027 school year teaching staff shall complete five (5) additional professional learning (PL) meetings that are one (1) hour each. Teachers shall be compensated for each PL hour at the rate defined in Section 13.3 for the 2026-2027 school year and teachers will earn in-service credit as per Article 5.1.4. These meetings shall be scheduled during months when there is only a faculty meeting and the schedule shall be included with the faculty/PL meeting calendar; and

4. Teachers assigned to Keane, during the 2026-2027 school year shall work two (2) additional evening events (eg; literacy/math night or community night) to collaborate with families and shall receive compensation at a rate of $270 annually, to be paid in two equal installments. Staff will be expected to work two (2) hours per event, which shall include time for set up and/or clean up. Several events will be scheduled prior to the end of the 2026-2027 school year and teachers must work with administration to coordinate attendance to ensure all events are staffed but shall not exceed two (2) events at two (2) hours per event; and

5. The District shall offer a three (3) day summer retreat to provide off campus professional development approved by building administration. Each day of the retreat shall be seven (7) hours, with six (6) hours of professional development and a one (1) hour lunch, which is not provided by the District. Staff shall be eligible to receive mileage reimbursement for travel to out of District locations. Teachers shall receive compensation of $1080 for participation in this three-day retreat; and

6. The District shall provide an additional day of required professional learning (PL) for new teachers, which will be a seven hour day, consisting of six (6) hours of PL with a one (1) hour lunch, provided by the District. This PL will also be optional for teachers who transfer to Keane pursuant to section 7.2 of the SFT contract for the 2025-2026 school year. Teachers shall receive compensation of $210 for participation in this PL; and

7. The District will ensure that all Keane Elementary openings are filled prior to the start of the 2026-2027 school year before any other building; and

8. Notwithstanding section 9.1 of the SFT contract which defines the elementary teaching day, a new full-time Academic Recovery Teacher, a temporary position, will be created for the 2025-2026 school year whose working hours will be 11:00 a.m. and end at 5:55 pm. This SFT position will be primarily responsible for working with chronically absent students and their families. SFT members shall not be involuntarily transferred into this assignment.

9. SFT Leadership will hold a seat on the Community Engagement Committee and will participate in all scheduled meetings; and

10. Administration will meet monthly in a scheduled SFT liaison meeting to discuss ongoing progress with the Continuation Plan and the contents of this Memorandum of Agreement; and

11. Nothing in this agreement shall establish a practice or precedent.

12. All other provisions of the parties CBA or other agreements shall continue as previously agreed upon.

13. Alteration to the receivership laws that this agreement is based on will declare this MOA null and void; and

In WITNESS THEREOF, the parties hereto have executed this Agreement.

For the SFT

By: _____
Michael Silvestri, President

Date: _____

For the District

By:_____
Dr. Carlos Cotto, Jr., Superintendent

Date:_____