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#### Contract Database Metadata Elements

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Union: **Elwood Alliance of Teaching Assistants, New York State United Teachers (NYSUT), American Federation of Teachers (AFT), AFL-CIO**

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# **AGREEMENT**

**between the**

**ELWOOD PUBLIC SCHOOLS**

**and the**

**ELWOOD ALLIANCE**

**of**

**TEACHING ASSISTANTS**

**\*\*\***

**July 1, 2012 through June 30, 2016**

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THIS AGREEMENT is made and entered into this 20<sup>th</sup> day of Feb, 2014 by and between the ELWOOD UNION FREE SCHOOL DISTRICT, TOWN OF HUNTINGTON, SUFFOLK COUNTY, NEW YORK ("District") and the ELWOOD ALLIANCE OF TEACHING ASSISTANTS, NYSUT, AFT, AFL-CIO ("Alliance"), for and on behalf of itself and the employees, now or hereafter employed in the bargaining unit, as set forth in Article 1 hereof.

The District and the Alliance have collectively negotiated the terms and conditions of employment for the period of July 1, 2012 through June 30, 2016, and have concluded a final agreement therefore.

#### **ARTICLE 1 - THE AGREEMENT**

This Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to this Agreement.

#### **ARTICLE 2 - RECOGNITION**

The District recognizes that the Alliance is the sole and exclusive representative of the unit covered herein, consisting of all Teaching Assistants employed by the District, excluding all other employees.

#### **ARTICLE 3 - TERM OF AGREEMENT**

This Agreement shall be deemed effective on July 1, 2012 and shall continue in effect through June 30, 2016.

#### **ARTICLE 4 - WORK YEAR**

The work year for Teaching Assistants shall be the same as the school year for teachers.

#### **ARTICLE 6 – SUBSTITUTE ASSIGNMENT/ REPORTING PROCEDURE/MEETINGS**

A. Substitute Assignment - Teaching Assistants shall be required to act as substitute teachers as directed by the Building Principal when no other substitutes are available.

Student supervision, monitoring and other duties normally performed by Teaching Assistants shall not be construed as substitute service.

**Substitute Coverage** - If a teaching assistant substitutes for a classroom teacher and takes over full teaching responsibility for the assignment, the teaching assistant will receive an additional payment of \$8.50 per clock hour, pro-rated as may be needed per each assignment. The payment of \$8.50 per clock hour is for an hourly assignment during the course of the school day or a per diem assignment that does not exceed three (3) consecutive workdays. If the assignment extends beyond three (3) consecutive workdays, but lasts twenty (20) or fewer consecutive workdays, the teaching assistant will receive her/his normal rate of pay. For any assignment extending beyond twenty (20) consecutive workdays, the teaching assistant will receive an additional stipend above her/his normal rate of pay of \$50.00 per day prospectively.

B. **Reporting Procedure** - Teaching Assistants shall record their arrival and departures on approved District forms.

C. **Meetings** - When a Teaching Assistant is required to attend a meeting called by the building or district administration before or after the Teaching Assistant's regularly scheduled working hours, the Teaching Assistant shall record such time on his/her time sheet and be paid accordingly.

D. **Labor-Management Committee** - The District and the Alliance agree to form a Labor-Management Committee. The committee shall consist of two Alliance members, designated by the Alliance, and two District administrators, designated by the Superintendent. The committee will meet at least once per year, during the month of January, to discuss matters of mutual concern pertaining to the working conditions of teaching assistants. Additional meetings may be scheduled by mutual agreement, as necessary.

## **ARTICLE 6 - WAGES**

A. Salaries in each year of this agreement shall be as provided for in the applicable salary schedules appended hereto.

Effective July 1, 2012, there shall be a 1.36% increase on the salary schedule with normal step movement.

Effective July 1, 2013, there shall be a 1.88% increase on the salary schedule with normal step movement.

Effective July 1, 2014, there shall be normal step movement and a percentage increase on the salary schedule by the amount that the December, 2013 Change, Average to Average, in the Consumer Price Index, All Urban Consumers – (CPI-U), U.S. City Average exceeds 1.23% with a maximum salary increase not to exceed 0.77%.

Effective July 1, 2015, there shall be normal step movement and a percentage increase on the salary schedule by the amount that the December, 2014 Change, Average to Average, in the Consumer Price Index, All Urban Consumers – (CPI-U), U.S. City Average exceeds 0.47% with a maximum increase not to exceed 1.53%.

In addition to base hourly salary, certain longevity payments shall continue to be made to unit members, throughout the life of this Agreement, as follows. Unit members whose regular daily hours are 4.0 or more and who have completed 10 or more years of non-substitute Elwood employment shall receive \$650 per year. Unit members whose regular daily hours are 4.0 or more and who have completed 15 or more years of non-substitute Elwood employment shall receive \$1,150 per year. Unit members whose regular daily hours are 4.0 or more and who have completed 20 or more years of non-substitute Elwood employment shall receive \$1,400 per year. Longevity payment will be paid at the end of each school year in which it is applicable to the individual unit member. Teaching assistants trained in, and expected to function as computer systems operators shall be paid a differential salary, as noted in the salary schedules appended hereto, in recognition of their extended training and responsibility. Each unit member shall have his or her pay directly deposited into a checking or savings account designated by the unit member.

#### **ARTICLE 7 - HOLIDAYS**

Teaching Assistants will be paid for the following holidays:

Thanksgiving Day  
Christmas Day  
New Year's Day

Martin Luther King's Birthday  
Presidents' Day  
Memorial Day

#### **ARTICLE 8 - INSURANCE**

A. Health Insurance - The District agrees to provide health insurance to all teaching assistants who work in excess of thirty (30) hours a week (exclusive of lunch), and who qualify for coverage under the State Health Insurance Plan. The District will pay 90% of the plan premiums in effect June 30, 2004 for Individual or Family coverage, plus 75% of any additional increases after that date, and the employee will contribute 10% of the plan premiums in effect as June 30, 2004 for Individual or Family coverage, plus 25% of any additional increases after that date. It is further agreed and understood that unit members employed prior to September 1, 1988 shall continue to be exempt from the 30 hour per week work requirement for inclusion in the medical insurance plan.

The District shall pay 75% of family coverage, or 85% of individual coverage (whichever is applicable) of the cost of health insurance on behalf of unit members who on that date or thereafter retire under the service retirement provisions of the New York State Teachers' Retirement System, who are eligible for such health insurance coverage as an active employee (as defined in the previous paragraph) and remain eligible into retirement,

and who have at least ten (10) years of service as an employee in Elwood. Any unit member hired after May 23, 2013 must meet the afore-stated conditions and have at least fifteen (15) years of service as an employee in Elwood to be eligible for health insurance in retirement.

B. Dental Insurance - The District agrees to provide to all Teaching Assistants who work in excess of thirty (30) hours a week exclusive of lunch, eighty percent (80%) of the individual or family plan premiums (whichever applies). Deductions for the remaining twenty percent (20%) shall be made from salaries of those Teaching Assistants, provided that the Teaching Assistant's share of the annual premium shall not exceed \$40.00 per year for family coverage and \$16.00 per year for individual coverage, plus 50% of the premium increase over and above the 1985-86 District expenses for such coverage.

C. Life Insurance - The District shall make available a Group Life Insurance Policy for Teaching Assistants working thirty (30) hours or more per week in an amount equal to sixty percent (60%) of annualized salary rounded to the nearest \$500 with a minimum life insurance benefit of \$2,000.

D. Health Insurance Buy-Out: Unit members eligible for individual or family medical insurance, whether presently enrolled or not, may formally choose not to participate in the existing plan and receive a payment from the District for doing so. To be eligible for the payment, unit members must, not later than December 15<sup>th</sup> of a given year, complete and submit a form made available by the District wherein they indicate their desire not to participate in the plan. Unit members who submit a completed form within the above-indicated time frame and who are enrolled/eligible with individual coverage shall receive a payment of \$600. Those who are enrolled/eligible with family coverage shall receive \$1,300. Payment shall be included in the unit members' bi-weekly paychecks. Unit members who have declined coverage and subsequently need to re-enroll may do so three (3) months after they formally re-apply, with the District payment pro-rated for the period of time that coverage was declined. Unit members who have declined coverage and subsequently need to re-enroll due to a qualifying event may do so immediately as per NYSHIP's rules and regulations with payment pro-rated for the period of time that coverage was declined. Effective January 1, 2014, the health insurance buy-out is subject to the restrictions set forth in Policy Memo 122r3 issued by the Department of Civil Service. In the event that Policy Memo 122r3 is declared to be in violation of rights of employees pursuant to the collective bargaining agreement by a court or legislation is enacted permitting impacted employees to opt-out of the NYSHIP plan under a buy-out program, the District will reinstate the buy-out program for the impacted employees effective with the date established by the court or legislation.

## **ARTICLE 9 - LEAVES, JURY DUTY, RETIREMENT INCENTIVE, MISCELLANEOUS**

### **A. Paid Personal Business Leave**

Upon 48-hour notice by written request to the Building Principal, and with the approval of the Superintendent, a Teaching Assistant shall be entitled to two (2) days of paid leave each year with the reason stated as "Personal Business," provided, however, that the Teaching Assistant certifies on the submitted request that the personal business (1) requires his/her personal presence and (2) cannot be handled other than during the normal working hours of the employee. In the event of an emergency (which the Building Principal and Superintendent thereafter, in their sole discretion, accept as such) one (1) day personal business leave may be provided without the employee having made a prior written request. At the end of each school year, personal business leave days which are not used by the unit member shall accrue as unused sick leave days, subject to the 180 day limit for total accrued sick leave, as stated below.

### **B. Sick Leave**

1. All Teaching Assistants shall be entitled to five (5) sick days per year, with the exception of newly hired Teaching Assistants in their first year of employment who shall be entitled to five (5) days per year accrued at the rate of one-half (1/2) day per month. After five (5) years of employment with the District, Teaching Assistants shall be entitled to ten (10) sick days per year accrued at the rate of one (1) day per month.

2. The District reserves the right to request a doctor's certificate for any day of sick leave.

3. Teaching Assistants shall be permitted to accumulate unused sick leave days to which they are entitled up to 180 days.

### **C. Jury Duty**

When an employee is required to serve on jury duty, the employee can elect to be paid by the School District or the Court, if the Court provides payment. In the event the employee chooses to be paid by the District, the Teaching Assistant shall turn over to the District the check sent by the Court, exclusive of monies paid for traveling.

### **D. Retirement Incentive**

Unit members who retire under the provisions of the NYSTRS and who will be eligible to receive a pension, and who have a minimum of 10 years of Elwood service time at retirement, will receive payment for unused sick leave at the rate of one (1) day's pay for each three (3) days of available and unused leave. Such payment will be made as soon as



practicable after the effective retirement date.

E. Miscellaneous

1. Shortened Work Day - When a Teaching Assistant reports for and commences his/her regular workday, but is sent home because the work day has been shortened due to circumstances such as adverse weather conditions, or power failure, such employee shall nevertheless be paid for the regularly scheduled work day.

2. Snow Days - Teaching Assistants will be paid for any of their regularly scheduled work days when schools are closed due to snow or other inclement weather. In the event that make-up days are required, Teaching Assistants must report to duty and will not be paid additionally for those make-up days.

3. Death in the Family - A maximum of five (5) days of bereavement leave per occurrence shall be granted by reason of death in the immediate family. "Immediate Family" is defined as husband, wife, children, mother, father, brother, sister, grandfather, grandmother, father-in-law, mother-in-law, grandchildren, brother-in-law, sister-in-law, daughter-in-law, and any other members of the household of which the employee is a part. This five (5) day entitlement includes days that might coincide with a weekend or vacation and/or holiday period.

**ARTICLE 10 - DUES DEDUCTION**

1. The District agrees to deduct from the salaries of the Teaching Assistants, dues for the **ELWOOD ALLIANCE OF TEACHING ASSISTANTS** as said Teaching Assistants individually and voluntarily authorize the District to deduct and to transmit such monies to the Alliance. Teaching Assistant authorization shall be in writing in the form set forth below:

**PAYROLL DEDUCTION AUTHORIZATION**

Social Security Number \_\_\_\_\_

Last Name \_\_\_\_\_ First \_\_\_\_\_ Middle \_\_\_\_\_

District Name \_\_\_\_\_

Union \_\_\_\_\_

To the District:

I hereby authorize you, according to arrangements agreed upon with the above Alliance, to deduct from my salary and transmit to said Alliance, dues as certified by said Alliance. I hereby waive all right and claim to said monies so deducted and transmitted in accordance with this authorization and relieve the District and all its officers from any liability therefore. I revoke any and all instruments heretofore made by me for such purposes. This authorization shall remain in full force and effect for all purposes while I am employed in this school system or until revoked by me in writing between September 1 and September 15 of any given year.

\_\_\_\_\_  
Member Signature

\_\_\_\_\_  
Date

2. The Alliance will certify to the District in writing the current rate of membership dues. The Alliance will give the District thirty (30) days written notice prior to the effective date of any such change.

3. Deductions shall commence with the first pay period after the start of the school year as agreed to by the parties and shall be for twenty (20) pay periods. Dues shall be deducted in twenty (20) equal payments. For those Teaching Assistants who submit deduction authorization forms after dues deductions have commenced, dues shall be taken out of each of the remaining checks in the same amount as is deducted from Teaching Assistants who have dues deducted over the full twenty (20) periods.

4. No later than September 30th of each year the District will provide the Alliance with a list of those employees who have voluntarily authorized the District to deduct dues.

5. That except for the ordinary diligence and care in the deduction and transmittal of the monies to the Alliance, the Alliance agrees to hold the District free from all liability in connection with dues deduction.

#### **ARTICLE 11 - MANAGEMENT RIGHTS**

The Alliance acknowledges that the District and the Superintendent together have the sole right of management and superintendent of the District. Hence, unless expressly set forth herein, none of the terms and provisions of this Agreement shall be deemed or determined, nor have the effect in any way, of interfering with, impairing or limiting:

1. The exercise of the rights, duties, authority and obligations of the District or Superintendent granted or imposed upon the District or Superintendent by the laws of the State of New York and the United States, and

2. The exercise of District or Superintendent discretion and/or judgment in the application and administration of the terms and provisions of this Agreement.

Further, it is recognized that the management of the District, the control of its properties, and the maintenance of order and efficiency are solely responsibilities of the District and Superintendent. Accordingly, the District and Superintendent retain all rights, except as they may be specifically and expressly modified in this Agreement, including but not limited to the right to select and direct the work force; to suspend or discharge employees according to law; to determine work standards and the quality of work; to assign, promote or transfer; to relieve unit members from duty because of lack of work or for other reasons permitted by law; to decide on the number and location of facilities, stations, etc.; to determine the Teaching Assistant work to be performed, amount of supervision necessary, equipment, methods, schedules; and to make reasonable and binding rules which shall not be inconsistent with this Agreement.

## **ARTICLE 12 - GRIEVANCE PROCEDURE**

The Alliance and the District shall make reasonable efforts to resolve all grievances and disputes. A grievance is defined as a complaint by an employee based upon an alleged violation of an express or specific provision of this contract.

A grievance shall be deemed waived unless it is submitted by the grievant to the Building Principal in accordance with the Informal Stage, First Level set forth below within seven (7) school days of the time the Teaching Assistant knew or should have known of the occurrence which forms the basis for the grievance.

### **INFORMAL STAGE**

**First Level**                      The employee shall contact the Building Principal in writing for an informal discussion of the grievance. If the grievance is not resolved, the grievant and the Building Principal, at the request of the grievant, shall meet within seven (7) school days for an official discussion of the grievance.

### **FORMAL STAGE**

**First Level**                      If the grievance is not resolved to the satisfaction of the grievant through the informal stage above described, the employee shall present the grievance in writing to the Assistant Superintendent for Personnel within five (5) school days of the above official discussion with the Building Principal (Informal Stage, First Level). After a meeting with the grievant, the Assistant Superintendent shall have fifteen (15) school days to render a decision.

Second Level      Within ten (10) school days of the decision of the Assistant Superintendent, the grievance can be appealed to the Superintendent of Schools who shall confer with the parties and render a final decision within seven (7) school days.

THE DECISION OF THE SUPERINTENDENT SHALL BE FINAL,  
NONREVIEWABLE AND BINDING ON THE PARTIES.

### **ARTICLE 13 - NO STRIKE CLAUSE**

Neither the Alliance nor any employee covered by this Agreement shall engage in a strike (within the meaning of the Taylor Law) and neither the Alliance nor any employee covered by this Agreement shall cause, instigate, encourage, assist in or condone a strike.

### **ARTICLE 14 - SAVING CLAUSE**

If any provision of the Agreement shall be found contrary to law then such provision shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions shall continue in effect.

### **ARTICLE 15 - MISCELLANEOUS**

1.      The Alliance shall have the right to reasonable use of school buildings for professional meetings during times when the building is manned by the custodial staff pursuant to the District application procedure.

2.      Any right or privilege not specifically delegated or granted by this Agreement is understood to remain a prerogative of the District.

3.      IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

4.      In the event of a layoff, the District shall follow the principle of seniority within the unit to the extent this principle is not in conflict with its judgment as to the best needs of the students and/or the District.

5.      The parties agree that all negotiable items have been discussed during the negotiations leading to this Agreement and therefore agree that negotiations will not be reopened on any item, whether contained in this Agreement or not, during the term of this Agreement, except insofar as may be required by the provisions of this Agreement or by law.

## ARTICLE 16 - ROLE CLARIFICATION

The District and the Union agree that the job description for teaching assistants provided by the Commissioner of Education in Section 80.33(b) of the Regulations of the Commissioner of Education shall be applicable to teaching assistants in the employ of the District. That job description is appended hereto.

The District and the Union further agree that the District will provide information to administrators and also to teachers who work directly with teaching assistants relative to the job description, role, and function of teaching assistants in the Elwood Public Schools.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the day and year first above written.

ELWOOD UNION FREE SCHOOL DISTRICT

  
\_\_\_\_\_  
Mr. Peter Scordo  
Superintendent of Schools

ELWOOD ALLIANCE OF  
TEACHING ASSISTANTS

  
\_\_\_\_\_  
Theresa LoPipero  
President

### **TEACHING ASSISTANT SALARY SCHEDULE FOR 2012-2013**

Step	TA Rate	Computer TA Rate
1	\$18.39	\$19.39
2	\$18.83	\$19.83
5	\$19.25	\$20.25
7	\$19.67	\$20.67
10	\$20.11	\$21.11

#### **Longevity:**

1) \$650 per year, if regular daily hours are at least 4.0, after 10 years or more of non-substitute Elwood employment

2) \$1150 per year, if regular daily hours are at least 4.0, after 15 years or more of non-substitute Elwood employment

3) \$1400 per year, if regular daily hours are at least 4.0, after 20 years or more of non-substitute Elwood employment.

### **TEACHING ASSISTANT SALARY SCHEDULE FOR 2013-2014**

<b>Step</b>	<b>TA Rate</b>	<b>Computer TA Rate</b>
1	\$18.74	\$19.74
2	\$19.18	\$20.18
5	\$19.61	\$20.61
7	\$20.04	\$21.04
10	\$20.49	\$21.49

#### **Longevity:**

1) \$650 per year, if regular daily hours are at least 4.0, after 10 years or more of non-substitute Elwood employment

2) \$1,150 per year, if regular daily hours are at least 4.0, after 15 years or more of non-substitute Elwood employment

3) \$1,400 per year, if regular daily hours are at least 4.0, after 20 years or more of non-substitute Elwood employment.

### TEACHING ASSISTANT SALARY SCHEDULE FOR 2014-2015

Step	TA Rate	Computer TA Rate
1	\$18.79	\$19.79
2	\$19.23	\$20.23
5	\$19.66	\$20.66
7	\$20.09	\$21.09
10	\$20.55	\$21.55

#### Longevity:

1) \$650 per year, if regular daily hours are at least 4.0, after 10 years or more of non-substitute Elwood employment

2) \$1,150 per year, if regular daily hours are at least 4.0, after 15 years or more of non-substitute Elwood employment

3) \$1,400 per year, if regular daily hours are at least 4.0, after 20 years or more of non-substitute Elwood employment.



## **TEACHING ASSISTANT SALARY SCHEDULE FOR 2015-2016**

<b>Step</b>	<b>TA Rate</b>	<b>Computer TA Rate</b>
1	\$*	\$*
2	\$*	\$*
5	\$*	\$*
7	\$*	\$*
10	\$*	\$*

\*To be determined based on a percentage increase on the salary schedule by the amount that the December, 2014 Change, Average to Average, in the Consumer Price Index, All Urban Consumers – (CPI-U), U.S. City Average exceeds .47% with a maximum salary increase not to exceed 1.53%.

### **Longevity:**

1) \$650 per year, if regular daily hours are at least 4.0 hours after 10 years or more of non-substitute Elwood employment.

2) \$1,150 per year, if regular daily hours are at least 4.0 hours after 15 years or more of non-substitute Elwood employment.

3) \$1,400 per year, if regular daily hours are at least 4.0 hours after 20 years or more of non-substitute Elwood employment.

From Regulations of the Commissioner of Education, Section 80.33(b):

### **Teaching Assistant**

**Description:** A teaching assistant is appointed by a board of education to provide, under the general supervision of a licensed or certified teacher, direct instructional service to students.

**Duties:** Teaching assistants assist teachers by performing duties such as:

1. Working with individual pupils or groups of pupils on special instructional projects;
2. Providing the teacher with information about pupils which will assist the teacher in the development of appropriate learning experiences;
3. Assisting pupils in the use of available instructional resources, and assisting in the development of instructional materials;
4. Utilizing their own special skills and abilities by assisting in instructional programs in such areas as : foreign languages, arts, crafts, music and similar subjects; and
5. Assisting in related instructional work as required.

From Education Law Section 3009.2(b):

Notwithstanding any other provision of law to the contrary, the school authorities of any school district shall have the power, in their discretion, to employ persons as teaching assistants. Such persons, if so employed, shall be authorized to act only under the general supervision of a licensed or certified teacher.

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AGREEMENT by and between the ELWOOD ALLIANCE OF TEACHING ASSISTANTS and the ELWOOD UNION FREE SCHOOL DISTRICT (hereinafter referred to as "District" or "Board of Education") regarding the assignment of bus duty.

The Elwood Alliance of Teaching Assistants agrees that teaching assistants may be assigned bus duty as part of their work responsibilities at Boyd and Harley Elementary Schools under terms and conditions as follows:

1. The District will accept volunteers from the unit before making assignments. Unless an exigent or emergency circumstance requires immediate assignment, the process for seeking volunteers for such bus duty assignments will be for the principal to advise building teaching assistants, by a posting in writing, a week or more in advance of the first day for such assignments, of bus duty need and starting date, and then for the building principal to follow up as appropriate.
2. All non-volunteer assignments will be rotated on a semester basis, unless arranged otherwise between the building principal and the unit.
3. A maximum number of four (4) teaching assistants will be assigned bus duty at any one time slot at Harley, and a maximum number of three (3) teaching assistants will be assigned at Boyd.
4. Bus duty assignments will be under the general supervision of the building principal.
5. At Boyd, teaching assistants will perform bus duty for fifteen (15) minutes in the morning, which shall be between 7:30 A.M. and 7:45 A.M. for the 2010-11 school year. If the district determines such duty is needed in subsequent years, the principal will determine the time slot or slots after consulting with building unit members. The maximum duration of such duty is 15 minutes per such morning time slot, which slot shall be within the confines of the normal school day.
6. At Harley, the workday for teaching assistants assigned bus duty will be shifted by 15 minutes at the beginning and end of the workday, which shall be 8:55 A.M. to 3:55 P.M. for the 2010-11 school year. Bus duty will be performed during the last 15 minutes of the workday. If the district determines such duty is needed in subsequent years, the principal will determine the time slot or slots after consulting with building unit members. The maximum "work shift" shall be 15 minutes from the normal workday of 8:40 A.M. to 3:40 P.M., unless the actual starting and ending times of the building are changed. If such change is made for the entire school year, then the teaching assistants' normal workday shall shift by the same amount of the shift that is made in the school workday and modifications of their shift to accommodate bus duty in accord

with this memorandum shall be no more than 15 minutes from the new normal workday for the teaching assistants.

7. This agreement may only be modified in writing by the parties.

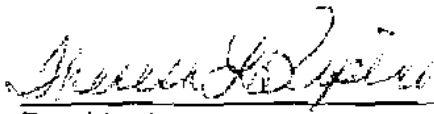
8. This agreement is subject to approval by the Board of Education pursuant to a duly adopted resolution and ratification by the unit.

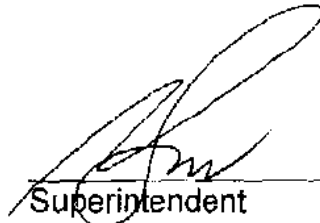
9. This agreement is contingent upon ratification by the parties of the contract HSA accompanying it.

Dated: ~~April~~ May 6, 2011

ELWOOD ALLIANCE OF  
TEACHING ASSISTANTS

ELWOOD UNION FREE SCHOOL DISTRICT

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Superintendent