



Kenmore-Town of Tonawanda Union Free School District

1500 Colvin Blvd., Buffalo, NY 14223, (716) 874-8400

Memorandum of Agreement

Kenmore Tonawanda Union Free School District ("District," hereafter), by its Superintendent of Schools ("Superintendent," hereafter) and the Kenmore-Tonawanda Union Free School Employees' Association ("Association," hereafter), by its President, each for good and valuable consideration, hereby agree as follows:

WHEREAS, the District has found it necessary to temporarily increase the hours for twenty-one (21) Teacher Aides working in Kindergartens in the District's elementary schools and thirty-three (33) Teacher Aides working with classified students throughout the District (see inclusive list, Teacher Aide Positions with Extended Hours for 2016-2017- pgs. 2-4); and

WHEREAS, Article 8.10 of the Agreement calls for posting these positions; and

WHEREAS, the process of posting these positions after the start of the school year would create a substantial disruption for both staff and students; and

WHEREAS, the Agreement (Article 8.14) between the District and the Association indicates that posting for such increases in hours may be waived upon mutual agreement between the District and the Association; and

WHEREAS, neither the District nor the Association wish to disrupt current staffing or create a lengthy cascade of transfers.

NOW THEREFORE, the parties agree that:

1. Hours for Teacher Aides working in the following positions (see inclusive list, Teacher Aide Positions with Extended Hours for 2016-2017- pgs. 2-4) be extended as indicated for the 2016-17 school year.
2. Upon the close of the 2016-17 school year, the hours needed in each of these positions will be reevaluated by principals and special education administrators.
3. For Teacher Aide positions where extended hours continue to be needed for the 2017-18 school year, the positions will be posted as vacancies per Article 8.10 of the Agreement prior to September 5, 2017.
4. A mutually agreed upon transfer meeting will be held to allow Teacher Aides, by seniority, to fill these positions, thereby waiving the attendance requirement outlined in 8.12b
5. As of the signing of this agreement, all Teacher Aide positions where hours need to be increased, will be posted as outlined in the CBA.
6. This MOA is for this instant matter (November 2016) and will not set a precedent in other matters or prejudice any other provisions in the CBA.

IN WITNESS WHEREOF, the parties have executed this memorandum of agreement the 21st day of November, 2016 and has been modified on the 22nd day of May, 2017.

Steve Bovino, Superintendent

Michael Schuh, President



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TEACHER AIDE POSITIONS WITH EXTENDED HOURS FOR 2016-17

<i>Building</i>	<i>Position</i>	<i>Current Hours</i>	<i>Requested</i>
Edison Elem			
	1:1	6	6.5
	Shared Aide	6	6.5
	15:1	6	6.5
	1:1	6	6.5
	K Aide	6	6.5
	K Aide	6	6.5
	K Aide	6	6.5
	K Aide	6	6.5
Franklin Elem			
	Shared Aide	6	6.5
	8:1	6	6.75
	8:1	6	6.75
	1:1	6	6.5
	1:1	6	6.5
	15:1	6.5	6.75
	K Aide	6	6.5
	K Aide	6	6.5
	K Aide	6	6.5
	K Aide	6	6.5
Holmes Elem			
	15:1	6	6.5
	15:1	6	6.5
	15:1	6	6.5
	1:1	6	6.5
	K Aide	6	6.5
	K Aide	6	6.5
	K Aide	6	6.5



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TEACHER AIDE POSITIONS WITH EXTENDED HOURS FOR 2016-17

<i>Building</i>	<i>Position</i>	<i>Current Hours</i>	<i>Requested</i>
Hoover Elem			
	Shared Aide	6	6.5
	Shared Aide	6	6.5
	1:1	6	6.5
	1:1	6	6.75
	K Aide	6	6.5
	K Aide	6	6.5
	K Aide	6	6.5
	K Aide	6	6.5
	8:1	6	6.5
	12:1:4	6	6.5
	12:1:4	6	6.5
	12:1:4	6	6.5
	12:1:4	6	6.5
	12:1:4	6	6.5
	15:1	6	6.5
Lindbergh Elem			
	1:1	6	6.5
	1:1	6	6.5
	1:1	6	6.5
	Shared Aide	6	6.5
	K Aide	6	6.5
	K Aide	6	6.5
	K Aide	6	6.5
	K Aide	6	6.5
	K Aide	6	6.5



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TEACHER AIDE POSITIONS WITH EXTENDED HOURS FOR 2016-17

<i>Building</i>	<i>Position</i>	<i>Current Hours</i>	<i>Requested</i>
Hoover Middle			
	1:1	6	6.5
	1:1	6	6.5
	1:1	6	6.5
Franklin Middle			
	Shared Aide	6	6.5
	15:1	6.25	6.5