

SIDE LETTER AGREEMENT, made this 20th day of September, 2023, by and between the BOARD OF EDUCATION OF THE EDGEMONT UNION FREE DISTRICT (hereinafter referred to as the “DISTRICT” or the “BOARD”) and the EDGEMONT TEACHERS ASSOCIATION (hereinafter “ETA”)

WHEREAS, the DISTRICT and the ETA are parties to a collective bargaining agreement for the period of July 1, 2022 through June 30, 2026 (hereinafter “CBA”); and

WHEREAS, said CBA contains certain stipends which are to be paid to staff members performing Extracurricular Secondary Activities (“Exhibit E1”) outside of the regular workday and/or workweek; and

WHEREAS, the DISTRICT has ascertained the need for two (2) staff members to serve as program advisors for the DISTRICT’S newly created “Peer to Peer Program” (hereinafter “P2P Program”) during the 2023/24 school year, with one serving as the Middle School P2P Program Advisor and the other serving as the High School P2P Program Advisor; and

WHEREAS, the parties have engaged in collective bargaining regarding the appropriate compensation to be paid to staff members serving in said positions during the 2023/24 school year;

NOW, THEREFORE, the DISTRICT and the ETA agree as follows:


1. Effective with the date of execution of this Side Letter Agreement (hereinafter “Agreement”) by the parties, the two (2) staff members appointed to serve as the Middle School or High School P2P Program Advisors shall be required to fulfill the following responsibilities, in general outside of the regular workday¹, in order to be eligible for the stipend set forth in paragraph two (2) below:
 - Participate in Youth Mental Health First Aid Training.
 - Attend the P2P Conference and pre-conference meeting(s).
 - Coordinate and facilitate biweekly P2P team meetings.
 - Assist P2P Members in staying on task with their campaign timeline and goals for each meeting.
 - Ensure that P2P members are given an “Active Voice”.
 - With support from The University of Michigan, ensure that the student campaign(s) have safe and effective messaging.
 - Communicate with the High School and/or Middle School staff about P2P and serve as the liaison for the P2P programming.
 - Develop and thereafter distribute an in-school student resource “one-sheeter”.
 - Provide updates to High School and/or Middle School staff (3-4 times/year) about campaign contents and when major events are taking place. Share with High School and/or Middle School staff where they can refer students who seek assistance. Coordinate with the administration as well as other

¹ The District shall advise affected staff members regarding any responsibilities that may be conducted during the regular workday (i.e., training) in writing. In the absence of said written designation from the District, all job responsibilities shall occur outside of the regular workday.

- school staff to schedule presentations.
 - Maintain communication with P2P members
2. Effective with the date of execution of this Agreement, staff members appointed by the Board to serve as the Middle School or High School P2P Program Advisor will each be compensated in the amount of \$3,760 for the 2023/24 school year. Said stipend(s) shall be prorated for less than a full year of service. Said positions shall be added to Exhibit E1 of the CBA.
 3. This side letter agreement is subject to the review and approval of the BOARD by way of resolution duly adopted. Absent said approval, this side letter agreement shall be null and void.
 4. The ETA and its members herewith agree that only a violation of the terms and conditions of this Agreement shall be subject to the grievance and arbitration procedures set forth in the CBA in connection with the facts and circumstances that led to said Agreement or any matter related thereto.
 5. This Agreement shall not constitute a practice or policy nor serve as a precedent for any of the parties, in any forum and further, shall not obligate either party to enter into a similar agreement in the future. This Agreement shall not be introduced as evidence in any future grievance, arbitration or litigation except for the purposes of enforcing the specific terms of this Agreement.
 6. Neither this Agreement, nor the terms and conditions set forth herein, shall constitute a precedent with respect to any other situation or context, with respect to any other school years and/or for any other purposes whatsoever. Nothing in the Side Letter of Agreement shall be deemed an admission of any kind by either party with respect to bargaining obligations and/or mandatory subjects of negotiations.
 7. The parties acknowledge that this Agreement represents the full, final and complete resolution of this matter. This Agreement shall not be altered except through mutual written agreement by the parties.

EDGEMONT UNION FREE SCHOOL
DISTRICT

By:


DR. KENNETH R. HAMILTON
Superintendent of Schools

Dated:

9/18/23

EDGEMONT TEACHERS ASSOCIATION

By:


JONATHAN HANSONBROOK
ETA President

Dated:

9/20/23