

**Memorandum of Agreement  
Between the Ballston Spa Central School District  
and the  
Ballston Spa Association of Teaching Assistants**

This is an agreement entered into this 19<sup>th</sup> day of March 2025 by and between the Ballston Spa Central School District and the Ballston Spa Association of Teaching Assistants;

Whereas, the Ballston Spa Central School District intends to continue to offer summer school and/or an extended school year (ESY) program for students with disabilities; and

Whereas, the parties wish to enact a one-year agreement that is non-precedent setting, with regard to such summer school and/or extended school year (ESY) program;

Now, therefore, the parties have agreed to the following:

1. Position vacancies will be posted, as per district practice. Preference will be given to current classroom teaching assistants based on satisfactory performance. Teaching Assistants must have appropriate certification.
2. The hourly summer school rate of pay will be as follows:

|             |             |
|-------------|-------------|
| Year        | Summer 2025 |
| Hourly rate | \$26.00     |

3. The working day for the ESY program will be six hours (6) hours.
4. Professional duties will be consistent with NY State regulations and job description. Teaching Assistants will provide direct instructional services to students under the general supervision and planning of a certified teacher. Efforts will be made to keep supervisory duties to a minimum although lunch supervision is expected.
5. Supervision of Teaching Assistants will be by a certified administrator, intern, or summer school principal. If completed, formal evaluations will consist of a summative evaluation by a certified building or district administrator.
6. There is an expectation that Teaching Assistants will commit to the full summer schedule to which they applied for and will only miss class because of serious illness or unforeseen circumstances. Exceptions will be reviewed on case-by-case basis.
7. There are no provisions for sick or personal days. Teaching Assistants are required to call in their own substitutes. In the event a substitute is needed, he/she will be paid at regular sub pay.
8. Any Teaching Assistant who covers for an absent teacher shall be paid an additional twenty-six dollars (\$26.00) per hour. Once an Assistant starts an hour, he/she shall be paid the aforementioned rate.

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Gianleo Duca  
Superintendent

  
Stacy DiStefano, President  
Ballston Spa Association of Teaching Assistants

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Jason Fernau, President  
Ballston Spa Board of Education