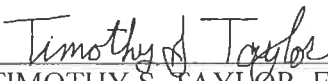


AWARD

1. The action proposed by the District in its letters dated January 31, 2018, to Andrew McDermott, Matthew Frank, Elizabeth Newton, Cassandra Cammarata, Jennifer Dobmeier, and Sabrina Tanevski did violate Articles V E.(2), I(B), and II(B) of the collective bargaining agreement.
2. The District shall rescind its decision to eliminate 5.5 teaching positions at City Honors for the 2017-2018 school year.
3. The District shall cease and desist from reprisals of any kind against members of the BTF for the implementation of the Award in PERB Case Number A2011-142.
4. Any future elimination of teaching positions at City Honors as a result of hiring teacher aides must be narrowly tailored to meet the economic needs of the District and be applied in a BTF membership neutral manner. The elimination of teaching positions at City Honors must be done in accordance with the policies set forth in the School Based Development Guide.
5. The Arbitrator retains jurisdiction for any unresolved issues regarding the remedy in this matter.

DATED: September 24, 2018

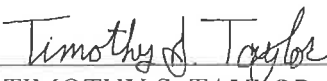


TIMOTHY S. TAYLOR, ESQ.
ARBITRATOR

STATE OF NEW YORK)
COUNTY OF ALBANY) ss:

I, Timothy S. Taylor, do hereby affirm upon my oath as Arbitrator that I am the individual described herein and who executed this Instrument, which is my Award.

DATED: September 24, 2018



TIMOTHY S. TAYLOR, ESQ.
ARBITRATOR