

MEMORANDUM OF AGREEMENT (2017-2021, #1)

between
Gouverneur Central School District
-and-
Gouverneur Administrators' Association

This Memorandum of Agreement is made by and between Lauren French, Superintendent of Schools, on behalf of the Gouverneur Central School District ("District"), the Gouverneur Administrators' Association ("Association") shall become effective upon signing by the Parties and approval by the Board of Education.

WHEREAS, the District and Association have mutual interest in updating specific articles in the contract:

IT IS AGREED as follows:

1. Add the following language to Article XVIII Health Insurance with an effective date of January 1, 2020:

The District shall annually evaluate the advisability of offering the following health insurance benefit option.

- A. Upon a District determination to proceed, unit members with available health insurance coverage outside the District's health plan shall be provided the option not to be covered by the health insurance provided under Article XVIII of this agreement.
- B. Unit members will be eligible to receive the following amount based on their coverage eligibility as of January 1st of each year or the date of hire, if hired after January 1st. The initial payment will be made with the payroll of June 15th and upon the member's continued employment with Gouverneur CSD the second installment payment will be made with the payroll of January 15th.

Individual Coverage	2 payments of \$800
Two Person Coverage	2 payments of \$1,300
Family Coverage	2 payments of \$1,800
- C. Unit member must execute an agreement with the District by December 20th of each year. The Agreement shall be effective for coverage from January 1st to December 31st only.

2. Delete Article XXI – Cell Phone
3. Amend Article XXV – Salary to:

Each unit member will receive the following salary increases: Effective July 1, 2017 3.25%, Effective July 1, 2018 3.25%, Effective July 1 2019 3.25% and Effective July 1, 2020 2.5%. The 0.75% decrease effective July 1, 2020 will be added to future salary increases within the next 5 years. If a member leaves the employment of the district prior to payment of the reduction, the payment will become payable at time the member leaves.

The parties' consent to this Memorandum of Agreement is indicated by their signatures below.

GOUVERNEUR CENTRAL SCHOOL DISTRICT

By: Lauren French
Lauren French
Superintendent

Dated: 6-29-2020

GOUVERNEUR TEACHERS' ASSOCIATION

By: Cory Wood
Cory Wood
Administrators' Association President

Dated: 6/30/2020