

Memorandum of Agreement (7/1/21 – 6/30/25, #1)

between
The Gouverneur Central School District
and
The Gouverneur School Related Personnel Union

This MEMORANDUM OF AGREEMENT between the Gouverneur School District, represented by Jacquelyn L. Kelly, Superintendent of Schools (hereinafter "the District"), and the Gouverneur School Related Personnel Union, represented by Steve Besaw, President (hereinafter "the GSRPU"), shall become effective upon signing by the Parties and approval by the Board of Education. The District and the GSRPU agree that the terms and effect of this agreement shall terminate on June 30, 2022, and this agreement establishes no precedent or rights to bargain such agreement in the future.

ARTICLE 12 SICK LEAVE

WHEREAS, the collective bargaining agreement between the District and the GSRPU, covering the period from July 1, 2021 to June 30, 2025, specifies under Article 12, in particular 12.5, first paragraph:

- 12.5 Any member of the bargaining unit who has fifteen (15) or more years of service in the District shall be eligible for a retirement incentive. A unit member must notify the District (with a pre-signed, irrevocable letter of retirement), not less than six (6) months prior to their effective date of retirement with the State Retirement System. Commencing July 1, 2015, and amended July 1, 2021, unit members meeting the above stated requirements shall receive as a deposit to their 403(b) account, a non-elective employer contribution in the amount equal to \$30 per day for up to 200 days of unused sick leave for twelve-month employees (a maximum dollar amount of \$6,000) and 180 days of unused sick leave for ten-month employees (a maximum of \$5,400). During the last year of service, the contribution will be increased from \$30 per day to \$100 per day for the unused days accrued during the final year of service.

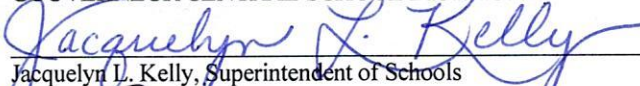
The payment of retirement incentive monies will be made in accordance with Article 12.5.


The parties agree as follows:

- 1.) A unit member who provides written notification by June 1, 2022, of intent to retire as of June 30, 2022 will be eligible for the retirement incentive.
- 2.) This agreement shall terminate on June 30, 2022 and shall establish no precedent or rights to bargain such an agreement in the future.

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

GOUVERNEUR CENTRAL SCHOOL DISTRICT:



Jacquelyn L. Kelly, Superintendent of Schools


David Fenlong, President, Board of Education

4/13/2022
Date

4/11/2022
Date

GOUVERNEUR SCHOOL RELATED PERSONNEL UNION:


Steve Besaw, President

4/14/2022
Date

Approved by the Board of Education at the regular meeting held April 11, 2022.


Tatia Z. Kennedy, District Clerk

4/12/2022
Date