

Memorandum of Agreement (7/1/17 – 6/30/21) #3

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

This MEMORANDUM OF AGREEMENT between the Gouverneur School District, represented by Lauren F. French, Superintendent of Schools, and the Gouverneur School Related Personnel Union, represented by Steven M. Besaw, GSRPU President, shall become effective upon signing by the Parties and approval by the Board of Education.

ARTICLE 12 SICK LEAVE

IT IS AGREED that the following amendment will be made to allow unit members to use in excess of five sick days as family sick days with approval from the superintendent and remove bereavement language that is also addressed in Article 14.4 under Special Leave:

12.2 Sick leave may be construed to include sickness ~~or death~~ in the **immediate** family for a reasonable number of days for emergency care ~~for burial~~, not to exceed five (5) days per year. **Effective January 11, 2021, in case of emergency regarding sickness in immediate family beyond the allowable five (5) days of sick leave, each case will be considered on its individual merits by the Superintendent.**

IT IS FURTHER AGREED that a one-time retirement incentive will be offered to qualifying unit members:

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, 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 \$15 per day for up to 180 days of unused sick leave for twelve-month employees (a maximum dollar amount of \$2,700) and 165 days of unused sick leave for ten-month employees (a maximum of \$2,475). During the last year of service, the contribution will be increased from \$15 per day to \$100 per day for the unused days accrued during the final year of service.

For retirements effective June 30, 2021, only, the six-month advance notification period will be waived. A unit member must notify the District on or before March 1, 2021. Unit members retiring under this incentive who meet the above stated requirements of eligibility within the New York State Retirement Systems 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 180 days of unused sick leave for twelve-month employees (a maximum dollar amount of \$5,400) and 165 days of unused sick leave for ten-month employees (a maximum of \$4,950). During the last year of service, the contribution will be \$115 per day for the unused days accrued during the final year of service, which may increase the maximum amounts (\$5,400 and \$4,950). If a member does not have a 403(b) account established, the District will assist the member in establishing a 403(b) account for the contribution to be made by July 1, 2021 or as soon as practicable.

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

GOUVERNEUR CENTRAL SCHOOL DISTRICT:

Lauren F. French
Lauren F. French, Superintendent of Schools

1-12-21
Date

David Fenlong
David Fenlong, President, Board of Education

1/12/21
Date

GOUVERNEUR TEACHERS' ASSOCIATION:

Steven M. Besaw
Steven M. Besaw, President

1/12/2021
Date

Approved by the Board of Education at the regular meeting held January 11, 2021.

Tatia Z. Kennedy
Tatia Z. Kennedy, District Clerk

1/11/21
Date