

Memorandum of Agreement (7/1/21 – 6/30/24, #3)

between

The Gouverneur Central School District

and

The Gouverneur Teachers' Association

This MEMORANDUM OF AGREEMENT between the Gouverneur School District (the "District"), represented by Jacquelyn L. Kelly, Superintendent of Schools, and the Gouverneur Teachers' Association (the "Association"), represented by David "Mark" Dailey and Jerrilyn Patton, GTA Co-Presidents, shall become effective upon signing by the Parties and approval by the Board of Education.

WHEREAS, the District and the Association are parties to a Collective Bargaining Agreement ("CBA") covering the period of July 1, 2021 through June 30, 2024 which continues in full force and effect; and

WHEREAS, CHANDLER B. YOUNG ("Ms. Young") is currently absent from her position on an approved unpaid childrearing leave of absence covering the period of September 1, 2022 – June 30, 2023 pursuant to Article 12.3 of the CBA; and

WHEREAS, the District and the Association recognize the urgent need for additional per diem substitute teachers and tutors to provide services to students during the current school year; and

WHEREAS, Ms. Young has requested to perform limited per diem substitute teaching and tutoring services during her leave of absence and the District wishes to grant her request given the extenuating circumstances.

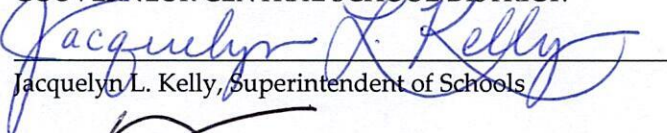
NOW, THEREFORE, in consideration of the mutual promises contained herein, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties agree as follows:

1. The District and Association hereby acknowledge that Ms. Young shall be permitted by the District to perform limited per diem substitute teaching and tutoring services during the term of her unpaid childrearing leave of absence as described herein.
2. The Parties agree that this Agreement is specific to only Ms. Young, based upon extenuating circumstances that exist during the current school year, and shall not be used by either party to establish a practice, past practice, or precedent for the future treatment of similarly situated Association unit employees.
3. This Agreement may not be amended or modified orally; the Agreement may only be amended or modified by subsequent written Agreement signed by authorized representatives of both parties.

4. The invalidity or unenforceability of any portion of this Agreement shall in no way affect the validity or enforceability of any other provision of this Agreement.
5. This Agreement shall become effective immediately upon execution and shall expire fully and completely as of the termination of Ms. Young's leave of absence.

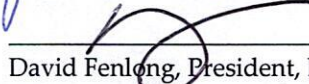
The Parties' consent to this Memorandum of Agreement is indicated by their signatures below.

GOUVERNEUR CENTRAL SCHOOL DISTRICT:



Jacquelyn L. Kelly, Superintendent of Schools

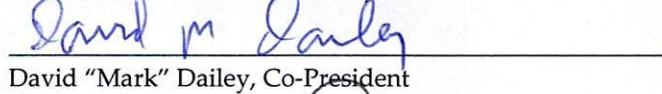
12/19/2022
Date



David Fenlong, President, Board of Education

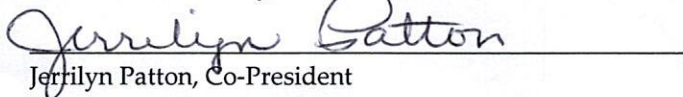
12/19/22
Date

GOUVERNEUR TEACHERS' ASSOCIATION:



David "Mark" Dailey, Co-President

1/3/23
Date



Jerrilyn Patton, Co-President

01/03/2023
Date

Approved by the Board of Education at the regular meeting held December 19, 2022.



Tatia Z. Kennedy, District Clerk

12/19/22
Date