

# **AGREEMENT**

**between**

**SUPERINTENDENT OF SCHOOLS  
GOUVERNEUR CENTRAL SCHOOL DISTRICT**

**and**

**GOUVERNEUR CENTRAL SCHOOL DISTRICT  
ADMINISTRATORS' ASSOCIATION**

July 1, 2025 - June 30, 2029

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## **ARTICLE I - RECOGNITION AND INCLUSION**

Pursuant to the New York State Public Employees' Act, the Gouverneur Central School District hereby recognizes the Gouverneur Administrators Association as the exclusive bargaining agent and representative for all District positions requiring administrative certification, including Principal and Assistant Principal and excluding the Superintendent of Schools, Assistant Superintendent for Curriculum and Instruction, and Business Manager, when applicable. Recognition will continue so long as the Association is able to demonstrate that it represents a majority of the bargaining unit.

This agreement may be altered, changed, added to, deleted from or modified only through the voluntary mutual consent of the parties in a written amendment to this agreement.

## **ARTICLE II - SAVINGS AND SEPARABILITY**

It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefor, shall not become effective until the appropriate legislative body has given approval.

Further, if any provision of this agreement is or shall at any time be judged contrary to law in a court of competent jurisdiction, then such provision shall not be applicable or performed or enforced or subject to the grievance procedure, except to the extent permitted by law. However, all other provisions of this agreement will continue in full force and effect.

## **ARTICLE III - NEGOTIATIONS**

Negotiations for a successor agreement will commence upon written request of either party. Such request will be made in the final year of the Agreement, not earlier than six (6) months prior to the expiration of the Agreement, except by mutual consent. The parties will then establish a mutually agreeable meeting date following such request.

At the initial meeting, the parties will exchange proposals in writing in the language desired by the presenting party. After this initial meeting, no new proposals will be submitted by either party without mutual consent of the parties. This shall not, however, prohibit or restrain counterproposals from either party on the issues in negotiation.

Neither party in any negotiations shall have any control over the selection of the representatives of the other party. The parties mutually pledge that their representatives will be clothed with all the necessary power and authority to make proposals, consider proposals, and reach tentative agreement in the course of negotiations, subject, however, to final ratification of the Association and the Board of Education.

Meetings will be confidential and not open to the public. This does not preclude the sharing of information by each party with its respective constituency, e.g., board members and unit members. No information concerning these negotiations will be released to the general public or the news media prior to settling or to arriving at impasse, unless the release of information is by mutual agreement of the parties.

#### **ARTICLE IV - RIGHT TO JOIN**

Bargaining unit members have the right to join, or not to join, the Association and membership, or non-membership, shall not be a prerequisite for employment or continuation of employment with the District.

The Association agrees to hold the District harmless from any and all damages and liabilities which may arise as a result of dues collection from staff members.

#### **ARTICLE V - PERSONNEL FILE**

For each Association unit member, there will be one (1) official personnel file located and secured in the District office. It is agreed that documents of a negative or disciplinary nature will not be placed in the personnel file without the Association member's knowledge and signature acknowledging having seen the document. Such signature may not be withheld. No anonymous material will be placed in the Association member's file. Upon mutual agreement of the Association member and the District, documents of a positive nature will be placed in the file when received. An Association member shall have the right to be accompanied by a representative when examining his/her file. The District will determine the time and place for such inspection. The District will furnish copies of items in the file upon the request of the Association member, pre-hiring excluded.

In the event a meeting is held with an Association member regarding a complaint which appears serious enough that disciplinary action may result, the member shall be entitled to be accompanied by a unit or other professional representative if one is desired. The Association member will have the right to submit a written response to any material placed in the file and his/her response will be attached to the file copy.

## **ARTICLE VI - EVALUATION**

The parties agree that they will conduct negotiations in accordance with the revised Annual Professional Performance Review (APPR) to the extent necessary to comply with Chapter 103 of the Laws of 2010 and the associated regulations of the Commissioner of Education. Any agreement resulting from such negotiations shall be subject to ratification by the Board of Education and the membership of the Association.

## **ARTICLE VII - GRIEVANCE PROCEDURE**

### **A. Intent**

It is the intent of these procedures to provide for the orderly settlement of differences in a fair and equitable manner. The resolution of a grievance at the earliest possible stage and in the shortest time practicable is encouraged.

### **B. Definitions**

- 1) A "grievance" shall mean any claimed violation, misinterpretation or inequitable application of an express term of this collective bargaining agreement which relates to or involves the administrator in the exercise of the duties assigned to him/her.
- 2) "Administrator" shall mean Association unit member.
- 3) "Representative" shall mean a person from the Association designated by the aggrieved administrator as his/her counselor to act in his/her behalf.
- 4) Within this entire article, "days" shall mean regular working days for the District.

### **C. Procedure**

- 1) *Level One (Informal)*: An administrator will attempt to settle a grievance by discussing it with his/her immediate supervisor with the objective of resolving the matter informally. The request for this meeting with the supervisor must be made within ten (10) days of the incident giving rise to the grievance. The supervisor shall meet with the administrator within ten (10) days of the request for said meeting.

- 2) *Level Two (Formal)*: If the grievance is not resolved informally, it may be reduced to writing and presented to the Superintendent of Schools within ten (10) days after the Level One meeting. The written grievance will briefly state the facts and the remedy sought, and will be signed and dated by the administrator. If the Superintendent deems necessary, s/he shall schedule a meeting with the grievant and/or the grievant's representative to obtain additional information. Within fifteen (15) days after the written grievance is presented to the Superintendent of Schools, s/he shall give his/her decision in writing to the administrator.
- 3) *Level Three (Board)*: If the administrator is not satisfied with the decision at Level Two, an appeal may be filed in writing with the Board of Education within ten (10) days after receiving the Superintendent's decision. The Board will meet in executive session at its next regularly scheduled meeting to consider the grievance submitted to them. The grievant and/or the grievant's representative shall have the right to appear before the Board and be heard. Within fifteen (15) days after the hearing, the Board shall give its decision in writing to the administrator and such decision shall be final and binding on the parties.

#### D. Procedure

The District and the Association agree to facilitate any investigation which may be required and to make available any and all relevant, non-privileged material and documents, communications and records at the request of the other party.

#### E. Timeliness

Failure of the grievant to move the grievance to the next step of the procedure within the specified time limit will render the grievance null and void and no further appeal will be allowed, unless the time limit is waived by mutual agreement. Failure of the District at any step to communicate a decision to the grievant within the specified time limit will permit the lodging of an appeal at the next step of the procedure, unless the time limit is waived by mutual agreement.

## **ARTICLE VIII - PROFESSIONAL DEVELOPMENT**

- A. Conferences. Association members may attend local, state and regional conferences with prior approval of the Superintendent or his/her designee. The pre-approved costs of such conferences will be paid by the District.
- B. With prior approval of the Superintendent or his/her designee, the District will pay for memberships in professional organizations and for professional journals, not to exceed \$500 per unit member per year. Excluded is any organization that represents employees in collective bargaining or in any potential litigation against the District.

## **ARTICLE IX - TRAVEL EXPENSES**

Association members will be reimbursed in accordance with the District's Board of Education policy for any and all approved travel when a school vehicle is not assigned and a privately owned vehicle must be used.

## **ARTICLE X - JURY DUTY**

If an Association member is required to serve on a jury, or is subpoenaed or requested to appear as a witness in a legal proceeding on behalf of the District, the administrator will receive his/her regular pay for the period of time actually required by such legal proceeding. In addition, reasonable travel time will be allowed.

## **ARTICLE XI - HOLIDAYS**

Twelve-month Association members will be entitled to fifteen (15) paid holidays as follows: July 4<sup>th</sup>; Labor Day; Columbus Day; Veterans' Day; Thanksgiving Day; Friday following Thanksgiving; Day prior to Christmas Day; Christmas Day; New Year's Day; Martin Luther King, Jr. Day; Presidents' Day; Good Friday; Memorial Day, and Juneteenth, plus one floating holiday to be used between the day before Thanksgiving through January 31, on a day when school is not in session.

When one of the aforementioned holidays falls on a Saturday, it shall be observed on the preceding Friday; when one falls on a Sunday, it shall be observed on the following Monday.

Eleven-month Association members will work the base year (September 1 through June 30) plus twenty (20) days during July and/or August and will receive all school breaks, as received by District teachers, which fall between the first day of school and the last day of school.

## **ARTICLE XII - SICK LEAVE**

Eleven-month Association members will each receive eleven (11) days of sick leave per year, cumulative to two hundred and fifty (250) days.

Twelve-month Association members will each receive twelve (12) days of sick leave per year, cumulative to two hundred and fifty (250) days.

A unit member who is absent from work due to illness for a period of three (3) consecutive work days will present proof of illness upon request of the Superintendent.

Sick leave shall be construed to include sickness in the immediate family for a reasonable number of days for emergency care, not to exceed five (5) days for this purpose. In the case of emergency regarding sickness in the immediate family beyond the allowable five days, the Superintendent may, on a case-by-case basis, grant additional sick days. Any such additional allowance would not be precedent-setting and the failure to grant additional days would not be subject to the grievance procedure.

SICK BANK - The sole purpose of the Sick Leave Bank is to provide additional sick leave to bank members who have exhausted their own sick leave and require additional days as a result of unplanned, prolonged illness or disabling condition. The Sick Leave Bank is only available for the period of actual disability as certified by a physician's statement. The District Physician may also be asked to review and certify the physician's statement. The Sick Leave Bank will be administered according to the guidelines below. Recommendations for changes and/or interpretations will be made by the Sick Leave Bank Committee, subject to the approval of the Superintendent of Schools.

Definitions: Inability to work caused by a disability which prevents someone from working for a substantial period of time (at least three (3) weeks) as certified by a District appointed physician and would not include such illnesses as ordinary colds or other illnesses which would result in disability for a few days or less than three (3) weeks. The disability covered must be continuous absences.

Operations: The Superintendent of Schools shall be responsible for the operations and enforcement of the Sick Leave Bank and for maintaining all pertinent records. The Superintendent, working with the Association President, shall establish a committee of two (2) Union appointed representatives and two (2) District appointed representatives to review all applications for use of the Sick Leave Bank and recommend to the Superintendent appropriate action. All recommendations shall be in accordance with the guidelines below.

- Membership in the Sick Leave Bank will be in accordance with the following guidelines:
  - The bank is open to all GEA and GAA unit members.
  - Prospective members must apply for membership by notifying the Board Clerk in writing within thirty (30) days of Board appointment to be eligible in that school year.
  - Each individual joining the sick bank will contribute two (2) days of accumulated sick leave to the Sick Leave Bank each September for five (5) years.
  - A member who elects to delay entering will contribute the same number of days as if the individual had joined the Sick Leave Bank at the time of the first opportunity to join.
  - Membership will be continued each year without reapplication.
  - Members will remain a member until such time as he/she notifies the Board Clerk in writing by August 1 that he/she no longer wishes to participate in the sick bank.
  - Any member resigning shall not be able to withdraw days donated to the Sick Leave Bank.
  - Members who have terminated membership shall not be eligible to rejoin.

Contributions: When the total number of days in the bank reaches five hundred (500), annual contributions from members with more than five (5) years of membership in the bank will be suspended.

- When the number of days falls below 150 days, members will be asked to contribute an additional day.
- When the bank falls below 150 days, members with fewer than two (2) sick days will not be assessed an additional day. However, their allocation of sick days for the subsequent school year will be reduced by the same amount.
- Any member of the bank who has exhausted his/her sick leave prior to additional donation periods will not be dropped from the bank because of an inability to contribute days.
- Unit members hired after 7/1/89, will continue to contribute days until the total contribution matches the maximum of initial members.
- Part-time employees shall contribute in proportion to their workload.
- Each member of the Sick Leave Bank will not be eligible for benefits until a maximum waiting period of 25 days has elapsed since the beginning of a qualifying continuous absence. For example, a member with 4 sick days at the

onset of a qualifying continuous absence would have a waiting period of 21 days before becoming eligible for sick bank benefits. Conversely, a person with 26 days of accumulated sick leave at the beginning of a qualifying continuous absence would not have a waiting period.

- Maximum cumulative benefits per year for any one individual application shall be awarded according to the following criteria and under no circumstances can they exceed 180 days. Under extenuating circumstances, the review committee shall review each case at least every 30 days and recommend to the Superintendent, in writing, whether Sick Leave Bank payments should be continued for another 30 days up to a maximum of 90 days.

Years of Completed Service in the District	Maximum Workdays
0 – 5 years	30
6 – 10 years	60
11 or more years	90

- Members who have reached the maximum sick leave accumulation of two hundred and fifty (250) days may contribute up to ten (10) days annually to the bank, with a total cumulative limit of twenty (20) days per individual.
- Members may contribute up to three (3) days more than required in each school year, subject to all conditions of the bank and with no special advantage for the member. This contribution shall be made in writing to the clerk.
- Members who do not qualify for FMLA, (Family Medical leave Act) and who do not have sufficient days of accumulated sick time to cover the waiting period of twenty-five (25) days will be afforded the opportunity to pay for health insurance coverage at a per diem rate. In extenuating circumstances the district will work with the employee on a payment plan option.

The Review Committee: The bank is not intended to be used for elective surgery, cosmetic surgery, maternity leave unrelated to disability, or minor illnesses or minor disabilities of any kind. Notwithstanding the foregoing, the committee shall have the authority to grant days in any situation, it deems to be totally unique and of an emergency nature. The committee may grant days as it deems appropriate and may attach whatever conditions necessary. Each decision of the committee shall be a majority decision of the full committee and all decisions of the committee shall be final. It is understood that no decision of the sick leave committee shall be subject to the grievance procedure.

- The Sick Leave Bank shall not be available for use in cases of family illness.
- Sick leave payments shall terminate with the last pay period of the school year.
- Benefits from the Sick Leave Bank shall not be repaid by the individual.
- Benefits only apply to days on which the applicant would have worked.
- Written requests for benefits must be filed with the review committee prior to the exhaustion of the person's sick leave. The written request must include a physician's statement. If a member is incapable of filing for benefits on their behalf, another person may apply for them.
- The review committee shall act upon each request within five (5) school days,
- In the event that an applicant to the sick bank committee is a committee member, the GTA Secretary shall become a voting member and replace the committee member in the consideration of the application.
- Decisions of the review committee shall be in writing with the rationale for the decision. Such rationale shall then become part of the criteria for future decisions.
- Non-tenured unit members receiving benefits from the Sick leave Bank in excess of 29 days shall have their probationary period extended. This extension will be equivalent to the number of sick days drawn from the Sick Leave Bank.

### **ARTICLE XIII - WORKERS' COMPENSATION**

Unit members suffering injury or illness in the course of their employment are covered by the New York State Workers' Compensation Law (Chapter 67 of the Consolidated Laws of New York). If absence is the result of injury or illness compensable under this Act, members may elect:

- 1) not to use sick leave and take standard compensation payments; or,
- 2) to use sick leave and be paid the difference between standard compensation payments and contract salary in addition to the former.

If the member selects (2), above, sick leave will be charged against the member in proportion to the difference between the salary and the compensation payment. For example, if the District pays one-third of the member's salary, the member shall be charged with one sick day for each three days of absence.

## **ARTICLE XIV - PERSONAL LEAVE**

Each Association member shall be granted three (3) personal days per year. Unit members need not specify the nature of the use of personal leave days; however, such leave is not to be taken to extend a vacation or holiday period, nor used for recreational or personal shopping purposes.

Personal leave must be requested at least two (2) work days in advance. If less than the two day notice is given, the unit member may be required to provide the reason for the leave and to show that two day notice was not possible.

At the end of the fiscal year (June 30<sup>th</sup>), any unused personal days shall accumulate as sick days.

## **ARTICLE XV - BEREAVEMENT**

Unit members shall be granted bereavement leave without loss of pay, or deduction from sick leave or personal leave days, up to four (4) days due to a death. The leave will be granted for: spouse, child, child-in-law, step-child, parent, parent-in-law, step-parent, siblings, siblings-in-law, grandparent, grandchildren and domestic partner. One (1) day will be allowed for an aunt, uncle, niece, nephew, cousin.

A domestic partner is defined as one in which the partners must be eighteen (18) years of age or older, unmarried and not related by marriage or blood in a way that would bar marriage; reside together; and are involved in a committed (lifetime) rather than a casual relationship and mutually independent financially. The partners must be each other's sole domestic partner and must have been involved in the domestic partnership for a period of not less than one (1) year.

The intent of bereavement is to be absent from work to grieve the loss of a family member or time to be taken to: attend calling hours, memorial services, spring burial, attend the funeral or make funeral arrangements. Bereavement leave is not an accrued leave that can be taken at a later date.

This leave will not be deducted from any accrued time.

## **ARTICLE XVI - VACATION**

Twelve-month Association members shall receive twenty (20) days of vacation credit per year. Vacation credit for less than one full year of employment shall be prorated accordingly.

It is expected that vacation will be taken when students are not in session.

Vacation credit must be used during the fiscal year (July 1 through June 30) in which it is earned. If unused by the end of the fiscal year (June 30), unit members will have the option to be reimbursed for up to three (3) unused days and/or roll any additional days over to their sick day balance.

## **ARTICLE XVII - ASSOCIATION DAYS**

The Unit President will be allowed up to five (5) Association days per year to conduct Association business. Additional days for extenuating circumstances may be permitted with the approval of the Superintendent of Schools or designee.

## **ARTICLE XVIII - SCHOOL CLOSINGS**

If school closing is announced prior to opening for the day and the schools remain closed for the entire day, members of the GAA will not be required to report for work unless specifically instructed to do so by their immediate supervisor.

## **ARTICLE XIX - HEALTH INSURANCE**

Unit members will be eligible for health insurance coverage in the St. Lawrence-Lewis School District Employees Medical Plan. Effective July 1, 2017, all unit members will be responsible for 15% of the premium cost:

Individual	15%
Two-Person	15%
Two-Person Shared	15%
Family	15%
Family Shared	15%

#### **A. Health Insurance in Retirement**

A retired unit member will be responsible for the same percentage of the individual and dependent premium as that unit member paid during his/her last year of active service. To be eligible for health insurance coverage in retirement, a unit member must have five years of continuous service in the district and hired prior to October 1, 2022. Effective October 1, 2022, a unit member must have ten (10) years of service with the District in order to be eligible for health care benefits in retirement.

#### **B. Health Insurance Buyout**

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

Upon the District's determination to proceed, unit members with available health insurance coverage outside the District's health insurance plan shall be provided the option not to be covered by the health insurance provided under Article XIX of this agreement.

Unit members will be eligible to receive the following amount based on their coverage eligibility as of January 1 of each year or the date of hire, if hired after January 1. The initial payment will be made with the payroll of June 15 and upon the member's continued employment with the Gouverneur CSD. The second installment payment will be made with the payroll of 12/15.

Individual Coverage	2 payments of \$800
Two Person Coverage	2 payments of \$1,750
Family Coverage	2 payments of \$2,500

The unit member must execute an agreement with the District by December 20 of each year. The Agreement shall be effective for coverage from January 1 to December 31 only.

#### **C. Medicare Part B Premium Reimbursement**

All unit members retiring July 1, 2012 or before are entitled to Medicare Reimbursement for themselves. All unit members retiring July 2, 2012 – June 30, 2025 are not eligible for Medicare Reimbursement for themselves nor their spouse. All unit members retiring July 1, 2025 or later are entitled to 50% of individual Medicare premium reimbursement. Retirees are required to provide supporting documentation prior to reimbursement.

## **ARTICLE XX - DENTAL PLAN**

The District shall provide the Association with a Dental Plan at no cost to the members. The plan shall be selected by the Association and will be subject to approval by the Superintendent of Schools.

## **ARTICLE XXI - FLEXIBLE SPENDING PLAN**

The District 125 Flexible Spending Plan will be made available to Association members who wish to enroll in it. The associated management fee will be eliminated effective October 1, 2014.

## **ARTICLE XXII - RETIREMENT INCENTIVE**

Any Association member who retires with five (5) or more years of continuous service in the District shall be eligible for a retirement incentive; provided, however, that the unit member must provide the District with a signed, irrevocable letter of resignation for the purpose of retirement not less than six (6) months prior to the unit member's effective date of retirement with the New York State Teachers Retirement System.

A unit member meeting the above-stated requirements shall receive as a deposit to his/her non-elective 403(b) account an amount equal to one-tenth of one percent of his/her annual salary for each day of accumulated sick leave, not to exceed the maximum number of days as defined in Article XXIII (250 days).

## **ARTICLE XXIII - NON-ELECTIVE 403(b)**

- A. No cash option. No employee may receive cash in lieu of or as an alternative to any of the Employer's Non-Elective Contribution(s) described herein.
- B. Contribution limitations. In any applicable year, the maximum Employer Contribution shall not cause an employee's 403(b) account to exceed the applicable contribution limit under Section 415(c) (1) of the Code, as adjusted for cost-of-living increases. For Employer Non-Elective Contributions made post-employment to former employees' 403(b) account, the Contribution Limit shall be based on the employee's compensation, as determined under Section 403(b) (3) of the Code and in any event, no Employer Non-Elective Contribution shall be made on behalf of such former employee after the fifth taxable year following the taxable year in which the employee terminated employment.

In the event that the calculation of the Employer Non-Elective Contribution referenced in any of the preceding paragraphs exceeds the applicable contribution limits, the excess amount shall be handled by the employer as follows: For all members, the Employer shall first make an Employer Non-Elective Contribution up to the Contribution Limit of the *Internal Revenue Code* and then pay any excess amount as compensation directly to the Employee. In no instance shall the Employee have any rights to, including the ability to receive any excess amount as compensation unless and until the Contribution Limit of the *Internal Revenue Code* are fully met through payment of the Employer's Non-Elective Contribution. In no case shall the Employer Non-Elective Contribution exceed the Contribution Limit of the *Internal Revenue Code*.

- C. 403(b) Accounts. Employer Non-Elective Contributions shall be deposited into a 403(b) provider account in the name of the employee.
- D. Tier 1 Adjustments. Tier 1 members with membership dates prior to June 17, 1971, Employer Non-Elective Contribution hereunder will be reported as non-regular compensation to the New York State Teachers' Retirement System.
- E. This agreement shall be subject to IRS regulations and rulings. Should any portion be declared contrary to law, then such portion shall not be deemed valid and subsisting, but all other portions shall continue in full force and effect. As to those portions declared contrary to law, the Association and Employer shall promptly meet and alter those portions in order to provide the same or similar benefit(s) which conform, as closely as possible, to the original intent of the parties.
- F. This agreement shall further be subject to the approval of the 403(b) Provider, which shall review the agreement solely as a matter of form and as the provider of investment products designed to meet the requirements of Section 403(b) of the *Internal Revenue Code*. Upon request, the 403(b) Provider will provide the Employer with a standard hold harmless agreement where the Employer has selected that provider of 403(b) accounts for receipt of Employer Non-Elective Contributions.
- G. Both the Employer and Employee are responsible for providing accurate information to the 403(b) Provider. This information includes both Elective and Employer Non-Elective Contributions and the amount of the participant's Includible Compensation.
- H. Employer Non-Elective Contribution Equal to Retirement Termination Pay. The Employer agrees to make an Employer Non-Elective Contribution to the 403(b) account of each covered employee, who severs their employment with the Employer during the contract year and who is eligible to apply for and receive an Employer Non-Elective Contribution in accordance with Article XXII of this Collective Bargaining Agreement. The employer shall make the maximum contribution permitted under Section 415(c)(1) of the Internal Revenue Code of 1986, as amended, for the year in which the employee severs employment.

## ARTICLE XXIV - INDEMNIFICATION

All unit members are afforded indemnification protection in accordance with New York State Education Law Sections 3023, 3028, and 3811, as well as New York State Public Officers Law Section 18. It is the unit member's responsibility to notify the Superintendent of Schools immediately of any accident or claim arising from an action or inaction that occurred while the unit member was discharging his/her duties within the scope of District employment.

## ARTICLE XXV - SALARY

- A. Each unit member will receive the following salary increases: Effective July 1, 2025: 4.25%; effective July 1, 2026: 4.0%; effective July 1, 2027: 3.5%; and effective July 1, 2028: 3.5%.
- B. Each unit member will receive a longevity payment added to their base salary at the start of their 5<sup>th</sup> and 10<sup>th</sup> years of service:

Unit members with five (5) continuous years of service to the district	\$1,000
Unit members with ten (10) continuous years of service to the district	\$1,500

## ARTICLE XXVI – NON-RESIDENT CHILD ATTENDANCE

Non-resident children of GAA members may apply to attend school in the Gouverneur CSD tuition-free on an annual basis. Transportation of non-resident students will be the responsibility of the parent(s) of the student. The Board may provide transportation within District lines if existing bus routing is used and there is sufficient room on the bus. Approval for granting a non-resident student to attend the District is contingent compliance with the District's Code of Conduct.

## ARTICLE XXVII - DURATION

This Agreement shall become effective July 1, 2025, and shall remain in full force and effect through June 30, 2029.

For the Association:

Kimberly Richards 6/5/25  
President Date  
Gouverneur Administrators Association

For the District:

Jacquelyn R. Kelly 6/03/2025  
Superintendent of Schools Date  
Gouverneur Central School District

