

MEMORANDUM OF AGREEMENT

Between the

GOUVERNEUR CENTRAL SCHOOL DISTRICT

And the

GOUVERNEUR EDUCATION ASSOCIATION

This Memorandum of Agreement is hereby entered into between the GOUVERNEUR CENTRAL SCHOOL DISTRICT (the "District") and the GOUVERNEUR EDUCATION ASSOCIATION (the "Association").

WHEREAS, the District and the Association are parties to a Collective Bargaining Agreement ("CBA") covering the period of July 1, 2024 through June 30, 2028 which continues in full force and effect; and

WHEREAS, Article 2 states that the GEA is the exclusive bargaining agent for all teacher personnel and registered nurses; and

WHEREAS, the parties recognize that in-person delivery of instruction is the most effective and preferred model of instruction

WHEREAS, the District and the Association recognize the urgent need personnel to fill vacancies in the district; and

WHEREAS, the District continues to earnestly search for qualified candidates to fill a vacancy for a Speech Pathologist within the District; and

WHEREAS, the parties recognize the need for student instruction in the interim, which may need to be provided remotely; and

WHEREAS, the parties recognize that remote instruction or delivery of services may be necessary in the short term while suitable in-person instructors are recruited.

NOW, THEREFORE, in consideration of the mutual agreements 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 will continue earnest recruitment for all vacancies within the district.
2. The District may temporarily employ a remote Speech Pathologist for delivery of instruction or other services exclusive to the bargaining unit.
3. Delivery of remote instruction or services will take place during the regular school day and schedule.

4. The District will furnish the Association with names and addresses of the instructor and copies of all employment agreements for said work upon request.
5. The District will update the Association monthly on recruiting efforts and applications received upon request.
6. The District will cease remote instruction as soon as an in-person candidate is found at such time as an appropriately certified candidate commences their probationary appointment.
7. The Association does not relinquish the exclusive right to bargain the terms and conditions of all teaching personnel and any title represented by the GEA. The Parties agree that the Association's consent to this Memorandum of Agreement does not constitute a waiver of the Association's claim of exclusivity to the work performed by the titles represented by the Association.
8. The Parties agree that this Agreement will expire June 30, 2026, based upon extenuating circumstances that exist during the current school year, and shall not be used to establish a practice, past practice, or precedent subject to possible mutual agreement to extend its terms for the 2026-2027 school year.
9. 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.
10. 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.

IN WITNESS WHEREOF, the Parties have executed this Agreement on the date set forth below.

Date:

1/26/2026

Date:

01/21/2026

GOUVERNEUR

CENTRAL SCHOOL DISTRICT

GOUVERNEUR

EDUCATION ASSOCIATION



Jacquelyn Kelly

Superintendent of Schools



Jerrilyn Patton

Association President