

Memorandum of Agreement (7/1/21 – 6/30/25, #5)

between

The Gouverneur Central School District

and

The Gouverneur School Related Personnel Union

This agreement between the Gouverneur Central School District (hereinafter “the District”) and the Gouverneur School Related Personnel Union (hereinafter “the Union”), collectively, “the parties.” The District and the Union agree that this agreement establishes no precedent to such agreement in the future.

WHEREAS, the District and the Union mutually agree that there is a consistent lack of substitute teachers available to substitute teach.

WHEREAS, the collective bargaining agreement between the District and the Union does not provide for or address compensation of teacher aides who substitute teach for an absent teacher when no substitutes or other appropriate means are available to cover the class.

WHEREAS, the parties desire to provide additional compensation to teacher aides who substitute teach when the assigned teacher is absent, and no substitutes or other appropriate means are available to cover the class period.

NOW THEREFORE, the parties agree to the following:

- 1.) If the District identifies a class for which the teacher is absent and determines that a teacher aide will be required to substitute, then the District will pay additional compensation to the teacher aide.
- 2.) For up to each half day of substitute teaching work that a teacher aide performs at the request of the District, the teacher aide will receive an additional twenty (\$20.00) in pay beyond his or her normal pay. For more than a half day of substitute teaching work that a teacher aide performs at the request of the District, the teacher aide will receive an additional forty (\$40.00) in pay beyond his or her normal pay.
- 3.) Selection of the teacher aide receiving additional pay for substitute teaching shall be at the discretion of the District.
- 4.) This agreement shall sunset and terminate on June 30, 2024. No precedent, rights, or expectations shall be established for similar agreements in the future.
- 5.) Nothing in this agreement shall be used as an admission or interpretation of the collective bargaining agreement.

(continued)

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

GOUVERNEUR CENTRAL SCHOOL DISTRICT:

Jacquelyn L. Kelly
Jacquelyn L. Kelly, Superintendent of Schools

9/25/2023
Date

David Fenlong, President, Board of Education

[Signature] 9/25/23
Date

GOUVERNEUR SCHOOL RELATED PERSONNEL UNION:

Steve Besaw
Steve Besaw, President

9/28/2023
Date

Approved by the Board of Education at the regular meeting held September 25, 2023.

Tatia Z. Kennedy
Tatia Z. Kennedy, District Clerk

9/27/23
Date