

Memorandum of Understanding (7/1/24 – 6/30/28)

between
The Gouverneur Central School District
and
The Gouverneur Education Association

This MEMORANDUM OF UNDERSTANDING is hereby entered into between the Gouverneur School District (the "District"), represented by Jacquelyn L. Kelly, Superintendent of Schools, and the Gouverneur Education Association (the "Association"), represented by David "Mark" Dailey and Jerrilyn Patton, GEA Co-Presidents.

Whereas, the Association and the District 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

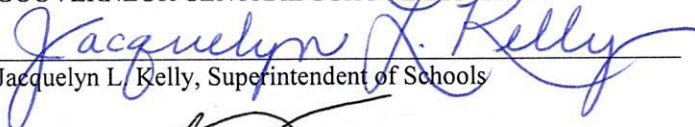
Whereas, Article 12, titled "Leaves", provides for various forms of paid leave; and

Whereas, the parties wish to clarify their mutual understanding of language contained in Article 12, Section 12.3, relative to Childbirth/Adoption leave.

Now, therefore, the Association and the District agree that references to the District's provision of six (6) calendar weeks (up to 30 days) of paid leave from the date of birth to the birthing parent [Section 12.3.1] or for the adoption of child up to four (4) years of age [Section 12.3.3] means that unit members are entitled to six (6) weeks of paid leave without loss of accrued time.

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

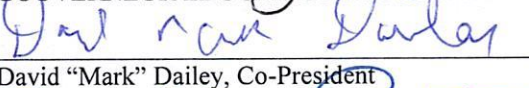
GOUVERNEUR CENTRAL SCHOOL DISTRICT:



Jacquelyn L. Kelly, Superintendent of Schools


1/27/2025
Date

GOUVERNEUR EDUCATION ASSOCIATION:



David "Mark" Dailey, Co-President

1/27/2025
Date



Jerrilyn Patton, Co-President

1/27/25
Date

1/27/2025
Date