

AGREEMENT

between

GOUVERNEUR CENTRAL SCHOOL DISTRICT

-and-

GOUVERNEUR EDUCATION ASSOCIATION

July 1, 2024 – June 30, 2028

TABLE OF CONTENTS

ARTICLE 1	AGREEMENT	1
ARTICLE 2	RECOGNITION	1
ARTICLE 3	RESPONSIBILITIES OF THE PARTIES	1
ARTICLE 4	ADMINISTRATIVE FUNCTIONS	2
ARTICLE 5	PROCEDURES FOR CONDUCTING NEGOTIATIONS	2
ARTICLE 6	AGREEMENT DISTRIBUTION	3
ARTICLE 7	INSURANCE PLANS	3
	7.1 HEALTH INSURANCE	3
	7.2 ADDITIONAL COVERAGE	4
	7.3 FLEXIBLE BENEFITS	4
ARTICLE 8	CONDITIONS OF EMPLOYEMENT	4
	8.1 CLASS SIZE AND CLASS LOAD	4
	8.2 FAIR DISCIPLINE AND DISMISSAL	6
	8.3 DISMISSAL TIME	6
	8.4 HOURS AND SCHOOL YEAR	6
	8.5 MILEAGE RATE	6
	8.6 NOTIFICATION OF TEACHING ASSIGNMENT	6
	8.7 NOTIFICATION OF VACANCIES	7
	8.8 UNIT MEMBER EVALUATION	8
	8.9 UNIT MEMBER PERSONNEL FILE	10
	8.10 GEA PROFESSIONAL DAYS	11
	8.11 PAYCHECKS	11
	8.12 UNIT MEMBERS AS SUBSTITUTES	11
	8.13 DUTY FREE TIME	11
	8.14 DISTANCE LEARNING	12
ARTICLE 9	CONFERENCES	12
ARTICLE 10	PAYROLL DEDUCTIONS	12
	10.1 DUES CHECK-OFF	12
	10.2 NYSUT BENEFIT TRUST	12
ARTICLE 11	LABOR MANAGEMENT COMMITTEE	13
	11.1 LIVING CONTRACT	13
	11.2 LIVING CONTRACT AND CONTRACT EXTENSION	13

TABLE OF CONTENTS (continued)

ARTICLE 12	LEAVES	13
	12.1 PERSONAL LEAVE	13
	12.2 SICK LEAVE	13
	12.3 CHILDBIRTH/ADOPTION	15
	12.4 DEDUCTION OF LEAVE	15
	12.5 VISITING DAYS	15
	12.6 RELIGIOUS OBSERVANCE	15
	12.7 RETIREMENT	15
	12.8 COURT LEAVE	15
	12.9 JURY DUTY	15
	12.10 SICK BANK	15
	12.11 BEREAVEMENT LEAVE	17
ARTICLE 13	GRIEVANCE PROCEDURE	18
	13.1 DEFINITIONS	18
	13.2 SUBMISSION	18
	13.3 PROCEDURE	18
	13.4 ARBITRATION	19
ARTICLE 14	CONTINUING POLICIES	19
ARTICLE 15	REGISTERED NURSE	19
ARTICLE 16	EXTRA CURRICULAR	19
ARTICLE 17	SALARY	20
	17.4 RETIREMENT INCENTIVE	21
	17.5 RETIREMENT LONGEVITY	21
	17.6 403(b) /NYSDCP	21
ARTICLE 18	IN-SERVICE CREDIT	23
ARTICLE 19	SUMMER SCHOOL	23
ARTICLE 20	EFFECTIVE DATES OF THIS AGREEMENT	23
	SIGNATURES	24
EXTRA-CURRICULAR SALARY SCHEDULES AND CLASSIFICATIONS		
	2024-2028.....	APPENDIX A
UNIT MEMBERS' SALARY SCHEDULES		
	2024-2028.....	APPENDIX B

AGREEMENT – GOUVERNEUR CENTRAL SCHOOL DISTRICT

and

GOUVERNEUR EDUCATION ASSOCIATION

.....

July 1, 2024 – June 30, 2028

.....

PURSUANT TO ARTICLE 14 OF THE STATE CIVIL SERVICE LAW, THE SUPERINTENDENT OF SCHOOLS, GOUVERNEUR CENTRAL SCHOOL DISTRICT HEREBY ADOPTS THE FOLLOWING AGREEMENT COVERING RECOGNITION OF A TEACHER ORGANIZATION AND THE METHODS BY WHICH NEGOTIATIONS SHALL TAKE PLACE WITH SAID ORGANIZATION.

ARTICLE 1 AGREEMENT

This Agreement made and entered into September 23, 2024 by and between the Superintendent of Schools, Gouverneur Central School District (hereinafter referred to as the “Superintendent”) and the Gouverneur Education Association (hereinafter referred to as the “Association”).

ARTICLE 2 RECOGNITION

The Board of Education, in order to recognize a teacher organization as exclusive representative and bargaining agent of teaching personnel and registered nurses requires satisfactory evidence that the organization in fact represents a majority of such employees. Such evidence shall be in the form of signed designation cards or dues deduction authorizations. In the event of a challenge, the Board will proceed according to the regulations of the Public Employee Relations Board established under Article 14 of the Civil Service Law.

ARTICLE 3 RESPONSIBILITIES OF THE PARTIES

- 3.1** Each of the parties hereto acknowledge the rights and responsibilities of the other party, the rights of individual unit members under the law, and the responsibility of both parties to follow policies set by the Commissioner of Education. If any Article or Section of this Agreement, or an Addendum thereto, should be held invalid by operation of law, or by a tribunal of competent jurisdiction, or if compliance with the enforcement of any Article or Section should be restrained by such tribunal, the remainder of this Agreement and Addenda hereto shall not be affected thereby and the parties shall enter into immediate collective negotiations for the purpose of arriving at a mutually satisfactory replacement for such invalid Article or Section.
- 3.2** The Board of Education, Superintendent of Schools, and Administrators will not interfere with the rights of unit members of the District to become members of the Gouverneur Education Association. There shall be no discrimination, interference, restraint or coercion by the Board or any of its agents against any unit member because of membership in the Association.
- 3.3** It is the continuing policy of the Board and the Association that the provisions of this Agreement shall be applied to all unit members covered by it without regard to race, color, religious creed, sex, or national origin.

ARTICLE 3 RESPONSIBILITIES OF THE PARTIES (Continued)

- 3.4 The Association agrees that neither it nor any of its officers or members will intimidate or coerce unit members of the District into membership in the GEA or will engage in Association activity during academic school hours except as it can be accomplished without interference with the instructional program. (Even this exception will be invoked minimally.)
- 3.5 It shall be the joint responsibility of the Board and the Administrators to develop reasonable rules for student conduct, to support the unit member in the enforcement of such rules, and to protect insofar as possible a unit member who is subjected to harassment or legal action as the result of carrying out an approved disciplinary policy. It shall be the responsibility of the unit member to use sound judgment in the application of discipline and to act within formal Board policy.
- 3.6 The Gouverneur Education Association, its officers, agents, and members agree that for the duration of this Agreement, there shall be no strikes, sit downs, slowdowns, stoppages of work, or picketing of any kind or form, however peaceful, nor any acts of any similar nature which would interfere with the regular instructional program and extra-curricular activities of the schools within the district, and that it will not otherwise permit, countenance, or suffer the existence or continuance of any kind of these acts.
- 3.7 RIGHT TO JOIN OR NOT JOIN – It is further recognized that unit members have the right to join or not to join the Association, but membership shall not be a prerequisite for employment or continuation of employment of any unit member.

ARTICLE 4 ADMINISTRATIVE FUNCTIONS

- 4.1 The GEA recognizes the prerogative of the Board and Superintendent to operate and manage the affairs of the District in all respects and in accordance with its responsibilities.
- 4.2 The Board and Superintendent retain and reserve unto themselves all powers, authority, rights, functions, duties and responsibilities conferred upon and invested in them by the Laws and Constitution of the State of New York and of the United States and such other rules and regulations promulgated by the Commissioner of Education.
- 4.3 The Board and Superintendent retain, solely and exclusively, the unqualified and unrestricted right to determine and make decisions on all terms and conditions of employment and the manner in which the operations of the District will be conducted except where those rights are clearly, expressly and specifically limited in the Agreement.
- 4.4 The administration of the affairs of the school district is an exclusive function of the Superintendent acting with the Board provided, however, that in the exercise of such functions neither the Superintendent nor the Board shall alter any of the provision of this Agreement.

ARTICLE 5 PROCEDURES FOR CONDUCTING NEGOTIATIONS

- 5.1 NEGOTIATING TEAMS – The Board, or designated representative(s), will meet with representatives designated by the Gouverneur Education Association for the purpose of negotiating a successor agreement.
- 5.2 OPENING NEGOTIATIONS – Upon a request of either party for a meeting to open negotiations, a mutually acceptable meeting date shall be set not more than 15 days following such request. Such a request shall be made during the month of January of the last year of this agreement. The first meeting shall be the purpose of establishing ground rules for negotiations.
- 5.3 NEGOTIATION PROCEDURES – The Superintendent or his/her designee and the representatives of the Administration or Board, shall meet at such mutually agreed upon places and times with representatives of the Association for the purpose of effecting a free exchange of facts, opinions, proposals and counter-proposals in an effort to reach mutual understandings and agreement. Both parties agree to conduct such negotiations in good faith and to deal openly with each other on all matters. Following the initial meetings as described in paragraph 2 above, such additional meetings shall be held as the parties may require to reach an understanding on the issue(s) or until an impasse is reached.

ARTICLE 5 PROCEDURES FOR CONDUCTING NEGOTIATIONS (Continued)

- 5.4 Before the Superintendent adopts a change policy which affects wages, hours, or any other conditions of employment which is a mandatory subject of bargaining and which is not covered by the terms of this Agreement and which has not been proposed by the Association, the Superintendent shall notify the Association, in writing, that such a change is being contemplated. The Association will have the right to negotiate such items with the Superintendent provided that it filed such a request with the Superintendent within five (5) calendar days after receipt of said notice.
- 5.5 EXCHANGE OF INFORMATION – Both parties and/or the Superintendent shall furnish each other, upon reasonable request, all available information pertinent to the issue(s) under consideration.
- 5.6 CONSULTANTS – The parties may call upon consultants to assist in preparing for negotiations and to advise them during conference sessions. The expense of such consultants shall be borne by the party requesting them.
- 5.7 REACHING AGREEMENT – When consensus is reached covering the areas under discussion, the proposed Agreement shall be reduced to writing as a memorandum of understanding and submitted to the Association for approval. Following approval by a majority of the Association membership and the Board, the Board will take such action upon the recommendation(s) submitted as are necessary to make them official.

ARTICLE 6 AGREEMENT DISTRIBUTION

Copies of this agreement shall be provided electronically by the school district for all unit members now employed or hereafter employed by the school district within a reasonable time after its execution.

ARTICLE 7 INSURANCE PLANS

- 7.1 HEALTH INSURANCE – The St. Lawrence-Lewis School Employees Medical Plan – Rider 10 will be provided for unit members and dependents, active and retired. Active employees will contribute 15% towards employee/dependent healthcare premiums through payroll deduction and may use the IRS 125 Plan.

Retired members must be on Step 20 of the salary schedule and have ten (10) years of service with the District. This requirement will apply to employees with an appointment date of July 1, 2021 or later. Eligibility is also extended to GEA Unit Members who have accumulated a total of twenty (20) years of service credit to the district through a combination of years of service through membership in the GSRPU (Gouverneur School Related Personnel Union) and GEA (Gouverneur Education Association). Registered Nurses must have completed 20 years of credited service with the school district. However, unit members with at least ten (10) years of service may continue coverage at their own expense.

For retirements after July 1, 2011, retirees will contribute the same percentages towards employee/dependent healthcare premiums as was contributed as of their last day of active service with the district. Dependents (spouses and surviving spouses) will not be reimbursed for their Medicare Part B premiums. Spouses or surviving spouses receiving reimbursement for Medicare Part B premiums prior to July 1, 2011 will be grandfathered for premium reimbursement of Medicare Part B. Retirees will be required to remit their contributions through an Automatic Payment Plan. This plan will be coordinated through the Business Office and will use an Automated Plan Authorization Form.

- 7.1.1 The District shall annually evaluate the advisability of offering the following health insurance benefit option.

ARTICLE 7 INSURANCE PLANS (Continued)

- A. Upon a District determination to proceed, unit members with available health insurance coverage outside the St. Lawrence-Lewis Co. School Employees Health Plan shall be provided the option not to be covered by the health insurance provided under Article 7.1 of this agreement.
- B. Unit members will be eligible to receive the following amount based on their coverage eligibility as of January 1st of each year or the date of hire, if hired after January 1st. The initial payment will be made with the payroll of June 15th and upon the member's continued employment with Gouverneur Central School the second installment payment will be made with the payroll of December 15th.

Individual Coverage	\$1600 (2 payments of \$800)
Two Person Coverage	\$3500 (2 payments of \$1750)
Three or More Person Coverage	\$5000 (2 payments of \$2500)

- C. Unit members must execute an agreement with the District by December 20th of each year. The Agreement shall be effective for coverage from January 1st to December 31st only. Insurance shall be provided in accordance with 7.1 of the agreement unless a buy-out option is executed
- D. Once an agreement is executed, the unit members may not change their election during the calendar year unless the change is necessitated by and consistent with a change in family status. Benefit election changes are consistent with family status only if the election change is necessary or appropriate as a result of family status change. Any changes will result in a refund due the district.

7.1.2 Unit members appointed by the district working less than .5 FTE would not be provided benefits outlined in Article 7.1.

7.2 ADDITIONAL PLANS/COVERAGE

7.2.1 The District shall provide \$225 per unit member.

7.2.2 The Dental or Dental/Optical Plan and additional insurance and service program coverage shall be selected by the Association subject to the approval of the Superintendent.

7.3 FLEXIBLE BENEFITS - Section 125 Flexible Benefit Plan

7.3.1 The Flexible Benefits Plan will be mutually designed by the school district and the GEA.

7.3.2 The Plan administrator will be determined by the school district with GEA involvement.

7.3.3 The operating expenses of the Flexible Benefits Plan will be paid by the school district.

7.3.4 The Central Committee for the Flexible Benefits Program made up of representatives from the school district and GEA will report back to the Board of Education and the GEA how the plan is working, as well as, the overall finances relating to the plan.

7.3.5 A third party counselor at the prevailing per diem rate would be available to help set up the plan and for counseling on a group basis.

ARTICLE 8 CONDITIONS OF EMPLOYMENT

8.1 CLASS SIZE AND CLASS LOAD – Class size will be kept at reasonable instructional level whenever possible, physically practical and educationally sound. Whenever possible, every reasonable effort will be made to equalize class load (number of classes) within departments and grade levels. In determining class size for Industrial Arts and Agriculture classes the safety factor should be given prime consideration.

8.1.1 The Labor Management Committee [LMC] (as defined in Article 11) shall be charged with advising the Board of Education when, in its judgment, class sizes are becoming unreasonable as explained in 8.1 above.

ARTICLE 8 CONDITIONS OF EMPLOYMENT (Continued)

8.1.2 The following listing is established as a guideline for future reference. If class sizes exceed the recommended maximum number, the situation may be brought to the attention of the LMC through the following procedure:

- A. When the maximum has been reached or exceeded, the individual unit member shall discuss the problem with the building principal first.
- B. If the problem is not resolved, the teacher may then request, in writing, that the LMC study the problem.
- C. Upon receipt of a written request, the LMC shall consider the matter at the next regular meeting.
- D. Upon completion of the study, the LMC shall submit, in writing, a report to the individual unit member explaining actions or recommendations.
- E. The unit member may re-submit his concern at a later date if in his/her judgment a problem still exists.

Recommended Class Sizes	Average	Medium	Maximum
Elementary:			
Kindergarten	18	22	26
Grades 1 – 2	18	22	26
Grades 3 – 4	20	24	26
Music, Instrumental	--	4	5

8.1.3 The secondary teachers schedule shall be developed within the concept of a teaching load and shall be subject to a teaching load limit and class size as outlined below.

The TEACHING LOAD LIMIT will be determined by calculating the number of sections, preparations, and students each teacher has on a daily basis. A formula will be used as outlined below which weights each section 25 points, each preparation 25 points, and each student 1 point. No teacher’s points will exceed 360. It shall be treated as two separate preparations when a teacher teaches a 43-minute class (i.e. Geometry) and the same class (i.e. Geometry) as an 86-minute class during the same semester.

TEACHING LOAD LIMIT FOR CORE AREAS:

The core academic areas include classes taught in math, science, foreign language, English, and social studies departments.

Individual Factors	Weighting	Individual Data	Load Factor	Contract Limit	Class Maximum
Sections*	25	6	150	150	
Preparations*	25	4	100	100	
Students*	1	150	150	150	
Total			400	400	
Total Contract Limit				360	
Individual Class Limit					27
Science Lab Limit					18

TEACHING LOAD LIMIT FOR ENCORE AREAS GROUP I:

The Encore Areas Group I includes classes in health, physical education, middle school art, Intro to Occupations, business, music, agriculture and STEM.

Individual Factors	Weighting	Individual Data	Load Factor	Contract Limit	Class Maximum
Sections*	25	6	150	150	
Preparations*	25	4	100	100	
Students*	1	160	160	160	
Total			410	410	
Total Contract Limit				360	
Individual Class Limit					28

ARTICLE 8 CONDITIONS OF EMPLOYMENT (Continued)

TEACHING LOAD LIMIT FOR ENCORE AREAS GROUP II-LAB:

The Encore Areas Group II-Lab includes family and consumer science classes, technology classes, agriculture shop/lab, and high school art (9-12) classes.

Individual Factors	Weighting	Individual Data	Load Factor	Contract Limit	Class Maximum
Sections*	25	6	150	150	
Preparations*	25	4	100	100	
Students*	1	108	108	108	
Total			358	358	
Total Contract Limit				360	
Individual Class Limit					20 (21) tolerance

Definitions:

Section = A single block of instruction, which leads to student course credit, Carnegie unit defined as 180 days of instruction time 40 min. per day.

Time approximately 43 minutes (approximately 86 minutes = 2 sections)

Preparation = Preparation needed for teaching a unique course

Student = A class enrollee

Each year prior to the development of the Master Schedule, the High School Administration will meet with each Department to solicit input regarding the length of sections and make every attempt to accommodate requests.

❖ A teacher with 5 (five) or more preps will be given a duty-free period in lieu of an additional duty such as study hall or lunch duty

8.2 FAIR DISCIPLINE AND DISMISSAL – No member of the bargaining unit shall be dismissed, reprimanded, reduced in rank or compensation or deprived of any other professional advantage except for just cause.

8.3 DISMISSAL TIME – The dismissal time for unit members shall be subject to the professional responsibility of the member. Secondary unit members shall be expected to be in their assignment area available for work for 7 ¼ hours a day. Elementary unit members shall be expected in their assignment area for 7 ¼ hours that will include 15 minutes of duty-free time prior to the start of the student day. They shall remain beyond this time for the usual-reasonable amount of staff meetings as scheduled by the Administration. Staff members shall also be available to remain beyond the end of the school day when it is necessary to meet with students or parents.

8.4 HOURS AND SCHOOL YEAR – School year to be the same as the student calendar plus any days needed before students report for school in September and school days after the students leave in June to complete any required duties assigned by the administration within the unit member’s area of responsibility.

8.5 MILEAGE RATE – Unit members whose duties require that they travel between schools in the Gouverneur Central School District will be reimbursed at the rate in effect for all district employees if using their own vehicle and if a district vehicle is not available.

8.6 NOTIFICATION OF TEACHING ASSIGNMENT:

8.6.1 Each unit member must be notified prior to June 18th of his or her course and grade assignment for the coming year. Notice of any change after that date must be made immediately after the changes are determined.

ARTICLE 8 CONDITIONS OF EMPLOYMENT (Continued)

- 8.6.2 Notice of an involuntary transfer or reassignment shall be given to unit members as soon as practicable and, except in cases of emergency, not later than May 14th.
- 8.6.3 When an involuntary transfer or reassignment is necessary a unit member's area of competence, major or minor field of study, length of service in the Gouverneur Central School District, and other relevant factors, including, among other things, state and/or federal laws, rules, regulations or administrative directives, shall be considered in determining which teacher is to be transferred or reassigned.
- 8.6.4 An involuntary transfer or reassignment shall be made only after a meeting between the unit member involved and the Building Principal at which time the unit member shall be notified of the reason therefor. A unit member who is involuntarily transferred from his/her subject, building or grade level or who is denied a request to make such a transfer may pursue the procedures and rights already in the contract. In addition, the member may request a meeting with the Union President and Superintendent. If the request is made within 30 days of notification, then such a meeting shall be held and the teacher may present any and all rationale. Subsequent to such a meeting, the Superintendent, after conferring with the Union President, shall decide whether to change the decision.
- 8.6.5 A list of open positions in the school district shall be made available to all unit members being involuntarily transferred or reassigned. Such unit members may request the positions, in order of preference, to which they desire to be transferred. All such unit members shall be given adequate time off for the purpose of visiting schools at which open positions exist (1/2 day or couple of hours with adequate notice). Unit members being involuntarily transferred or reassigned from their present position shall have preference over those seeking voluntary transfer or reassignment, provided they are certified, in regard to choice among those positions which are vacant. A unit member being involuntarily transferred or re-assigned shall be placed only in an equivalent position—i.e., one which, among other things, does not involve reduction in rank or in total compensation.
- 8.6.6 Unit members who are assigned by the District to a new classroom (excluding changes due to construction), will be compensated \$100/per day, up to one (1) day, to move their classroom.
- 8.6.7 Unit members who are notified of a transfer to a new grade level or content area within 30 days of starting the new position, will be provided up to three (3) days of release time to prepare for the change in assignment. If the transfer notice occurs over a vacation break, the member will be compensated for up to three (3) days at the rate of \$165 per diem.

8.7 NOTIFICATION OF VACANCIES

- 8.7.1 Whenever a vacancy exists whether it be a new position or a vacancy caused by someone leaving a position the Superintendent shall submit to the members of the GEA through the Association President or designated member written notification of said position. If it is a new position, a job description shall accompany the notification.
- 8.7.2 Unit members who wish to be given consideration for professional vacancies shall file an application with the Superintendent within two weeks of the written notice above.
- 8.7.3 Unit members who apply for a position within the time limit in 8.7.2 above shall be given equal, but not exclusive consideration.
- 8.7.4 Should a unit member be appointed to fill an initial vacancy, the notice required in 8.7.1 above will be given for the vacancy so created. However, no notice is required for subsequent vacancies.
- 8.7.5 If the Superintendent becomes aware of a vacancy between August 1 and September 15 of any year he/she can fill the vacancy at any time after giving written notice of the vacancy to the GEA.
- 8.7.6 All unit member applicants shall be notified, in writing, of the disposition of the position.

ARTICLE 8 CONDITIONS OF EMPLOYMENT (Continued)

8.8 UNIT MEMBER EVALUATION

The parties agree that they will conduct negotiations concerning the mandatory subjects of bargaining in accordance with the revised Annual Professional Performance Review (APPR). Both parties agree to commence negotiations at a date mutually agreed upon with the understanding that final agreement cannot be reached until after adoption of regulations of the Commissioner of Education required by Chapter 103 of the Law of 2010 to the extent necessary to comply with said regulations. Any agreement resulting from such negotiations shall be subject to ratification by the Board of Education and the membership of the Association.

8.8.1 PURPOSES OF UNIT MEMBER EVALUATION: The chief purposes for evaluating unit members are:

- (a) to maintain a highly qualified, competent staff,
- (b) to promote its continuing development,
- (c) to permit a unit member to seek and receive supervisory assistance when needed, and
- (d) to enable the District to make informed decisions regarding employment of individual teachers.

8.8.2 EACH REQUIRED EVALUATION SHALL ADDRESS THE FOLLOWING TOPICS:

- (a) How well a unit member is performing the duties and responsibilities of his/her position.
- (b) Areas in which improvement is needed.
- (c) A candid appraisal of a unit member's work.

8.8.3 EVALUATION OF TEACHER PERFORMANCE:

It is agreed that an ongoing program of teacher evaluation is essential to the educational mission of the district. This program should be flexible, meet the dual purpose of improvement of instruction, and provide a rational basis for staff retention.

A. Category 1 – First Year Probationary Teachers:

- 1. All first-year probationary teachers, and any second or third year probationer teaching for the first time in a different or substantially altered curriculum area, or at a different grade level, shall be formally evaluated (as defined below) at least twice prior to the completion of the teacher's first semester, preferably before Christmas recess.
- 2. Any teacher in this category identified by the administration as performing in a less than satisfactory manner, either as a result of the first two formal evaluations or through other means, shall be so notified, and shall receive a third formal evaluation within a reasonable period of time.
- 3. Should the teacher continue to exhibit less than satisfactory performance, at least one additional formal evaluation shall be conducted prior to the end of the school year. An unlimited number of casual observations (as defined below) may be conducted.

B. Category 2 – Second, Third and Fourth Year Probationary Teachers:

All second, third and fourth year probationary teachers shall receive a minimum of one (1) formal evaluation during the first semester of each school year. Should a teacher in this category be identified by the administration as performing in a less than satisfactory manner, either as a result of formal evaluation, casual evaluation, or through other means, he/she shall be treated in the same manner as a teacher in Category 1 above.

Should a teacher's continuation from the previous school year be considered "marginal" by the district (i.e. the teacher's employment was continued, but with reservations), then he/she shall be treated as in Category 1.

(References to specific situations, or comments resulting from specific situations must still be filed in a timely fashion pursuant to the personnel file section.)

ARTICLE 8 CONDITIONS OF EMPLOYMENT (Continued)

C. Category 3 – Tenured Teachers

All tenured teachers shall receive a minimum of one formal evaluation every year. This evaluation will take place prior to May 1st.

(References to specific situations, or comments resulting from specific situations must still be filed in a timely fashion pursuant to the personnel file section.)

D. Formal Evaluation – a formal evaluation, for the purpose of this provision, shall consist of the following:

1. Objective(s) submitted in writing by the teacher to the evaluator prior to the lesson. A pre-conference will be held.
2. An observation, conducted openly and with the full knowledge of the teacher, covering a full class period or lesson.
3. The post-conference will be held within five (5) school days subsequent to the observation. The written evaluation will be developed after the post-conference and given to the unit member no later than eight (8) school days subsequent to the observation. Each written evaluation shall address the following points:
 - pre-conference notes
 - summary of main activities
 - instructional process
 - classroom management and environment
 - areas of greater strengths
 - areas in which improvement is needed
 - a candid appraisal
 - post-conference notes

E. CASUAL OBSERVATION

Casual observations of teaching performance may be utilized for the purpose of alerting the teacher and administrator to the need for additional formal observation(s) and evaluation(s). A casual observation, within the meaning of this provision, may not be used for any purpose other than to establish that a legitimate need exists for additional formal evaluation(s).

F. MINIMUM REQUIREMENTS

It must be stressed that all requirements for formal evaluations and informal observations are minimums. Upon administrative initiative or teacher request, the numbers may be increased by any amount.

G. TEACHER PROTECTION

Before a decision is reached to terminate the services of a probationary teacher, on the basis of instructional performance, the teacher shall have received at least three (3) formal evaluations within the calendar year immediately preceding the decision. A “decision to terminate,” for the purposes of this clause, shall be defined as the date upon which the teacher is formally notified, in writing, by the administration, that his/her services will no longer be continued.

The above shall pertain to evaluation of instructional performance only. Nothing contained above shall be interpreted as limiting the right of the Superintendent to recommend discipline or dismissal of a teacher for purposes other than classroom performance provided, however, that the district conforms to all other provisions of this agreement.

ARTICLE 8 CONDITIONS OF EMPLOYMENT (Continued)

H. For the purpose of evaluating non-tenured unit members other than classroom teachers, i.e., counselors, librarians, school nurse teacher, psychologists, etc., the following shall constitute the definition of a Formal Evaluation.

1. A pre-conference will be held, within the first month of the school year or of employment, at which time the administrator(s) responsible for evaluation, shall outline the goals, responsibilities, duties, and performance standards expected. The unit member shall indicate to the evaluator the method and manner in which he/she intends to accomplish these objectives and expectations.

The unit member's signature does not indicate agreement with the pre-conference summary. It only indicates that a conference was held and the unit member received a copy of the pre-conference summary.

2. All formal written performance evaluations shall be based on conferences between the unit member and the evaluator. At that time the unit member's performance is discussed. The administrator may evaluate these unit members in all phases of their teaching responsibilities and all other duties.

Each formal written evaluation shall include progress toward goals, areas of greatest strengths, areas in which improvement is needed, and a candid appraisal.

The unit member's signature does not indicate agreement with the evaluation. It only indicates that a conference was held and the unit member received a copy of the evaluation. The unit member may file a written comment on the observation and evaluation within ten (10) school days. This will be attached to the evaluation and become part of his/her personnel file.

8.9 UNIT MEMBER PERSONNEL FILES

8.9.1 The official district personnel file for each member of the bargaining unit shall be maintained in the central office.

8.9.2 All data relevant to a member's employment, performance of his/her duties, promotion, discipline, evaluation and all other job-related matters shall be placed in the member's personnel file.

8.9.3 No material, excluding reference and information obtained in the process of evaluating the member for initial employment, which is derogatory to a member's conduct, service, character, or personality shall be filed unless the member has had an opportunity to examine the material. The member must affix his/her signature on the actual copy to be filed with the express understanding that such signature merely signifies the he/she has examined the material(s). Such signature does not necessarily indicate agreement with its content and may not be withheld.

The member shall also have the right to submit a written answer to such material and his/her answer shall be signed by the Superintendent and attached to the actual file copy.

8.9.4 An incident which has not been reduced to writing within thirty (30) days of its discovery or its occurrence, whichever is later, exclusive of the summer vacation period, may not be added to the file. No material which is inaccurate, misleading or inappropriate shall be placed in said file.

8.9.5 The member shall have the right upon request to review the contents of his/her personnel file. Furthermore, the member shall be furnished a copy of any document therein.

The member shall be entitled to have a representative of the Association accompany him/her during such review. Such review shall be made in the presence of a designated school official, and shall be at a mutually agreeable time, but no later than three school days following such request. Otherwise access to the file shall be limited to proper school officials.

ARTICLE 8 CONDITIONS OF EMPLOYMENT (Continued)

8.9.6 Any document which relates to a unit member's role as an employee in the District must be filed before it can be used in any action by the district that could result in any consequences for the member.

8.9.7 No document(s) in the file shall be forwarded to any agency, organization, prospective employer or other party without the express written consent of the member. All personnel files will be maintained in a confidential manner and will comply in every way with all laws and regulations.

8.10 GEA PROFESSIONAL DAYS – Twenty (20) GEA Professional Days shall be available. Notification must be given to Building Principal and/or Superintendent one (1) day in advance.

GCSD will cover both the cost of the substitute and GEA member. Upon request, the Superintendent may grant GEA days without cost to the GEA for purposes consistent with the goals of the district as stated in the district's Strategic Long Range Plan and/or to further the work of the Labor Management Committee.

8.10.1 The GEA President, if schedule permits and the Building Principal approves, may be granted a duty free period to conduct GEA business.

8.11 PAYCHECKS – Checks shall be issued semi-monthly, effective on the 15th day and the last day of every month from September through June so as to have twenty (20) pay periods in the School Year. Unit members may also elect to receive twenty-four (24) payments, allowing five (5) payments of the salary due the last payroll in June. The electronic direct deposit is mandatory for all unit members and shall be provided to any commercial bank. When the 15th or last day of the month is a Saturday or Sunday, Electronic Direct Deposit will be made on the preceding Friday.

8.12 UNIT MEMBERS AS SUBSTITUTES – Classroom unit members will not be used as substitutes for other unit members during the regular school day in cases when a substitute teacher can be employed. Exceptions – except in cases when substitute teachers are not available or when the absence involves too short a period of time to justify employment of a substitute.

8.12.1 If the District identifies a class period for which the teacher is absent and substitute or other appropriate means of coverage are not available, then the District may offer to pay additional compensation to a teacher who voluntarily forfeits a free period in order to cover the class period.

8.12.2 For each free period forfeited in order to provide coverage for a class period, the teacher shall receive an additional thirty dollars (\$30.00) in pay.

8.12.3 Selection of the teacher receiving additional pay for forfeiting a free period shall be at the discretion of the District.

8.12.4 If the District identifies a class for which the teacher is absent and determines that a teaching assistant will be requested to substitute, then the District may offer to pay additional compensation to the teaching assistant.

8.12.5 The assignments will be made in either a ½ day or full day increment. For each full day of substitute teaching work that a teaching assistant performs at the request of the District, the teaching assistant will receive an additional forty dollars (\$40.00) in pay. For each half day of substitute teaching, the teaching assistant will receive an additional twenty dollars (\$20.00) in pay.

8.12.6 Selection of the teaching assistant receiving additional pay for substitute teaching shall be at the discretion of the District.

8.13 DUTY FREE TIME - The District will make every reasonable effort to construct master schedules and individual schedules in such a way as to provide each teacher a minimum of 200 minutes per week of duty-free preparation time during the student day, exclusive of a thirty (30) minute duty-free lunch.

ARTICLE 8 CONDITIONS OF EMPLOYMENT (Continued)

8.14 DISTANCE LEARNING

- 8.14.1 The District shall not expand the number of offerings on the Distance Learning System in order to layoff current unit members.
- 8.14.2 The District will make every effort to find volunteers to teach on the system.
- 8.14.3 The District will make every reasonable effort to provide appropriate time for Distance Learning teachers to visit other local distance learning sites.
- 8.14.4 Teachers teaching on the distance learning system will be relieved from full period supervisory/duty assignment.

ARTICLE 9 CONFERENCES

- 9.1** Conference involving absences on school days will include one (1) state conference per year. Requests for approval to attend a conference must be in writing to the Superintendent at least two (2) weeks in advance of the conference date.
- 9.2** Attendance – Academic Department/not more than two (2) people. K-6 Department/not more than two (2) people. K-12 Departments/not more than two (2) people; one (1) elementary and one (1) secondary person.
- 9.3** Compensation – Mileage – at district rate if by private car, plus Thruway tolls. The Board reserves the right to limit the number of private cars or to request the use of a school vehicle.
- 9.4** Out-of-State Conferences – Limited to 500 miles one way and subject to approval of the Board and the Superintendent on every occasion.
- 9.5** A complete evaluation of the conference must be given to fellow staff members and administrators, utilizing the PDM process.
- 9.6** All conference expenses accounts must be accompanied by itemized bills. A school district Claim Form must be signed and attached to conference expense claims.
- 9.7** Any exceptions to the above conference policy must be approved by the Board and the Superintendent.

ARTICLE 10 PAYROLL DEDUCTIONS

10.1 DUES CHECK-OFF

- 10.1.1 The District agrees to deduct from the salaries of members of the bargaining unit dues for the Gouverneur Education Association and its affiliates as said members individually and voluntarily authorize, in writing, on dues authorization cards provided by the Association.
- 10.1.2 No later than three (3) weeks prior to the third scheduled pay period of the school year the Association shall notify the District of the amount of dues and shall submit dues authorization cards for those who previously had not signed such cards.
- 10.1.3 Dues authorization cards shall remain in full force and effect until such time as the member leaves the employ of the District or the member withdraws authorization by written notice to the Superintendent and President of the Association at least two (2) weeks prior to the third pay period of the school year.
- 10.1.4 The District shall deduct dues in equal installments beginning with the third paycheck of the school year and ending with the last check in June. Following each deduction, the District shall remit to the Association the dues deducted for that pay period.

10.2 NYSUT BENEFIT TRUST

The District shall allow Payroll Deduction – one deduction, per member, per year – for all members for the NYSUT Benefit Trust.

ARTICLE 11 LABOR MANAGEMENT COMMITTEE

11.1 LIVING CONTRACT

To continue the concept of dialogue and interaction between members of the Gouverneur Education Association and the Gouverneur Board of Education, a Labor Management Committee (LMC) will be created.

The LMC will establish its own meeting schedule to deal with issues of concern put forth by either party as they arise. The LMC shall be comprised of the following representatives of each party:

- GEA President and Six (6) other members.
- Superintendent and Six (6) other Designees.

It is the intent of the parties that issue resolution shall be an ongoing process with issues addressed as they arise.

Issues may be placed on the agenda of the LMC by either party at any time (subject to reasonable procedures established by the LMC for setting its agendas). Either party may require a meeting of the LMC to be held within thirty (30) days if no meeting is scheduled. As agreements are reached by the LMC, any agreements requiring approval will be presented to the appropriate constituents prior to modifying the contract.

11.2 LIVING CONTRACT AND CONTRACT EXTENSION

Each year of this agreement the LMC shall meet between May 1 and October 1 for the purposes of:

- a) Discussion of procedures that will enhance the ability of the LMC to function effectively.
- b) Skill training for effective functioning as a LMC.
- c) Orientation of new members.

Each January, the LMC will schedule a meeting to address:

- a) Whether the LMC is functioning as effectively as possible and what steps can be taken to improve its efficiency, and
- b) Whether the length of the contract can be extended and if so, what the terms and conditions of that extension will be.

The parties shall share in the expense of providing for the meetings required, per year, by the provisions of this agreement.

ARTICLE 12 LEAVES

12.1 PERSONAL LEAVE

12.1.1 Four (4) days per school year. Unit members need not specify the use of personal leave days. Personal leave must be requested two (2) days in advance.

12.1.2 If less than two (2) days' notice is given, the Superintendent may request that the reason be stated. Also, the member may be asked to show that two (2) days' notice was not possible.

12.1.3 The number of members permitted to be absent at any one time for personal leave shall be determined by the Superintendent. Personal Leave shall not be used to extend any vacation period, except for graduation or wedding in the immediate family (up to two (2) days maximum extension with Superintendent approval and ten (10) days advance notice).

12.1.4 Four (4) days of unused personal leave will be added to accumulated sick leave at the end of each school year.

12.2 SICK LEAVE

12.2.1 Ten (10) days per school year, cumulative to 250 days, without loss of pay shall be granted to each unit member.

ARTICLE 12 LEAVES (Continued)

12.2.2 The unit member who is absent from work for a period of three (3) consecutive days and on sick leave will present proof of illness on his/her return to work upon request of the Superintendent.

12.2.3 Sick leave shall be construed to include “sickness or death in the immediate family” for a reasonable number of days for emergency care or burial not to exceed ten (10) days for this purpose. In case of emergency regarding sickness or death in immediate family beyond the allowable ten (10) days of sick leave, each case will be considered on its individual merits by the Superintendent.

12.2.4 Employees 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 the New York State Workers’ Compensation Act, members may elect:

- 1) not to use sick leave and take standard compensation payments.
- 2) to use sick leave and be paid the difference between standard compensation payments and contract salary in addition to the former, or
- 3) to use sick leave with full pay and turn the standard compensation payments over to the School District.

If the member selects (3), above, upon receipt of the compensation payments the District shall return to the member sick leave credit in proportion to the compensation payments turned over to the District. For example, should the compensation payments turned over to the District equal two-thirds of the member’s salary, the District shall credit the member with two (2) sick days for every three (3) days used.

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 (1) sick day for each three (3) days used.

In the event the member choosing (2) or (3), above, does not have sufficient sick days accumulated to result in full salary (Workers’ Compensation Payment plus District contribution) for a period of up to 180 school days, the District shall grant to the member sufficient sick days to insure that the member receives full salary for any period of job related disability or illness up to a total of 180 school days. For example, suppose the member’s job-related injury results in an absence of 90 school days and the member has 10 accumulated sick days. If the Worker’s Compensation payments are two-thirds of the member’s salary, the District will grant the member an additional 20 sick days.

12.2.5 If the member’s Workers’ Compensation case is controverted, Workers’ Compensation payments to the member will be discontinued. The member may elect to use sick leave. Payments received from controverted Workers’ Compensation cases decided in favor of the member will be turned over to the District and sick leave reinstated proportionally. All payments from Workers’ Compensation and sick leave will be discontinued if the examining physician for the Worker’s Compensation Board determines that a disability does not exist. If the member’s paid absence continued past the last date of disability, as determined by the examining physician for the Worker’s Compensation Board, one (1) day will be deducted from the member’s accumulated sick leave for each day of absence past the last date of disability and Article 12.2.2 shall apply.

12.2.6 A statement of sick leave status will be available through WinCap Web at the end of the school year.

12.2.7 For GEA contract 2024-2028 only: All unit members who have not incurred any unpaid days* at the end of the school year will receive one (1) bonus sick day in addition to the contractual ten (10) days (ref. Article 12.2.1) granted September 1 of the next consecutive school year. This bonus day offer will sunset 6/30/2028.

0 unpaid days 9/1/24 - 6/30/25	11 sick days granted 9/1/25
0 unpaid days 9/1/25 - 6/30/26	11 sick days granted 9/1/26
0 unpaid days 9/1/26 - 6/30/27	11 sick days granted 9/1/27
0 unpaid days 9/1/27 - 6/30/28	11 sick days granted 9/1/28

ARTICLE 12 LEAVES (Continued)

*The Superintendent may nevertheless grant a unit member eleven (11) paid sick days if the unit member:

- 1) Was FMLA eligible in the preceding school year;
- 2) Exhausted all twelve (12) weeks of FMLA;
- 3) Had unpaid absences beyond twelve (12) weeks of FMLA that were for a reason that would have qualified as a serious health condition under the FMLA.

The Superintendent may grant a unit member eleven (11) paid sick days at his/her discretion for unique circumstances.

12.3 CHILDBIRTH/ADOPTION

12.3.1 Childbirth Leave. The District will provide six (6) calendar weeks (up to 30 days) of paid leave from the date of birth to the birthing parent.

12.3.2 After six (6) weeks of District-paid leave has been exhausted, the unit member may use their own paid sick leave for any period of disability associated with childbirth.

12.3.3 Adoption Leave. The District will provide six (6) calendar weeks of paid leave for the adoption of a child up to four (4) years of age. If both parents are unit members, either member may apply for the leave.

12.4 DEDUCTION OF LEAVE – A day of absence shall be deducted from a member’s leave entitlement regardless of whether a substitute was hired to take his/her place. The decision as to whether a substitute shall be hired for an absent member is the prerogative of the Superintendent.

12.5 VISITING DAYS - Visiting days may be arranged for the purpose of observation with the understanding that such observations are for the sole purpose of the improvement of instruction in the Gouverneur Central School system.

12.6 RELIGIOUS OBSERVANCE – Unavoidable absence from school for attendance at church-related activities on approved days of religious observance shall be permitted without loss of leave days for up to three (3) days per year. Additional days will be deducted from sick leave.

12.7 RETIREMENT – (See Article 17)

12.8 COURT LEAVE – Unit members who are required to appear in court in a situation where the unit member has no control over the scheduling shall be granted use of up to five (5) days per year without financial loss; however, such days will be deducted from accumulated sick leave. Unit members who appear in court on behalf of the district in a school related matter shall be granted leave without financial loss or loss of leave day.

(Exclusion: If a member is accused of a criminal offense and is on trial, his/her salary will be withheld until he/she is adjudged innocent. After he/she is adjudged innocent, his/her withheld salary will be paid.)

12.9 JURY DUTY – Teachers will be granted the time necessary for the performance of required jury duty without loss of pay. The teacher will submit to the District the amount of money he/she receives for jury services, excluding mileage.

12.10 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.

ARTICLE 12 LEAVES (Continued)

- 12.10.1 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.
- 12.10.2 Membership in the Sick Leave Bank will be in accordance with the following guidelines:
- 12.10.2.1 The bank is open to all GEA and GAA unit members.
 - 12.10.2.2 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.
 - 12.10.2.3 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.
 - 12.10.2.4 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.
 - 12.10.2.5 Membership will be continued each year without reapplication.
 - 12.10.2.6 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.
 - 12.10.2.7 Any member resigning shall not be able to withdraw days donated to the Sick Leave Bank.
 - 12.10.2.8 Members who have terminated membership shall not be eligible to rejoin.
- 12.10.3 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.
- 12.10.3.1 When the number of days falls below 150 days, members will be asked to contribute an additional day.
 - 12.10.3.2 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.
 - 12.10.3.3 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.
 - 12.10.3.4 Unit members hired after 7/1/89, will continue to contribute days until the total contribution matches the maximum of initial members.
 - 12.10.3.5 Part-time employees shall contribute in proportion to their workload.
- 12.10.4 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.
- 12.10.4.1 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.

ARTICLE 12 LEAVES (Continued)

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

- 12.10.4.2 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.
- 12.10.4.3 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.
- 12.10.4.4 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.
- 12.10.5 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.
- 12.10.5.1 The Sick Leave Bank shall not be available for use in cases of family illness.
- 12.10.5.2 Sick leave payments shall terminate with the last pay period of the school year.
- 12.10.5.3 Benefits from the Sick Leave Bank shall not be repaid by the individual.
- 12.10.5.4 Benefits only apply to days on which the applicant would have worked.
- 12.10.5.5 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.
- 12.10.5.6 The review committee shall act upon each request within five (5) school days,
- 12.10.5.7 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.
- 12.10.5.8 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.
- 12.10.6 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.

12.11 BEREAVEMENT LEAVE

Members of the bargaining unit shall be permitted without loss of pay, or deduction from sick leave or personal leave days, four (4) days of leave for a death in the immediate family.

ARTICLE 13 GRIEVANCE PROCEDURE

PURPOSE: It is the policy of the Superintendent of Gouverneur Central School District and the Gouverneur Education Association that all grievances be resolved informally or at the earliest possible stage of the grievance procedure. However, both parties recognize that the procedure must be available without any fear of discrimination because of its use. Informal settlements at any stage shall bind the immediate parties to the settlement, but shall not be precedents in a later grievance proceeding.

13.1 DEFINITIONS

- 13.1.1 A “grievance” is any alleged violation of this Agreement or any dispute with respect to its meaning or application.
- 13.1.2 A “unit member” is any person in the unit covered by this Agreement.
- 13.1.3 An “aggrieved party” is the teacher or group of teachers who submit a grievance or on whose behalf it is submitted, the Association or the Superintendent.

13.2 SUBMISSION

- 13.2.1 Before submission of a written grievance, the aggrieved party must attempt to resolve it informally.
- 13.2.2 Each grievance shall be submitted in writing on a form approved by the Board and the Association and shall identify the aggrieved party, the provision of this Agreement involved in the grievance, the time and the place where the alleged events or conditions constituting the grievance existed and, if known, the identity of the person responsible for causing such events or conditions and a general statement of the grievance and redress sought by the aggrieved party.
- 13.2.3 A grievance shall be deemed waived unless it is submitted within twenty (20) school days after the aggrieved party knew or should have known of the events or conditions on which it is based.
- 13.2.4 A teacher or group of teachers may submit grievances which affect them personally and shall submit such grievances to the Building Principal.
- 13.2.5 The Association may submit any grievance. If it is limited in effect to one school, the grievance shall be submitted to the Building Principal. Otherwise, it shall be submitted directly to the Superintendent of Schools.
- 13.2.6 The Superintendent shall present grievances to the President of the Gouverneur Education Association.

13.3 GRIEVANCE PROCEDURE

- 13.3.1 The Building Principal shall respond, in writing, to each grievance received. If an aggrieved party is not satisfied with the response of the Building Principal or if no response is received within one calendar week after the submission of a grievance, such aggrieved party may submit a copy of the grievance to the Superintendent.
- 13.3.2 The Superintendent or his/her designated representative shall, upon request, confer with the aggrieved parties with respect to the grievance and shall deliver to the aggrieved parties a written statement of his position with respect to it no later than two (2) weeks after it is received by him/her.
- 13.3.3 Within two (2) weeks after receiving a grievance from the Superintendent, the Association shall deliver to the Superintendent a detailed statement of its position with respect to the grievance.
- 13.3.4 In the event the Association or the Superintendent is not satisfied with the statement of the other with respect to a grievance, it or he/she may, within fifteen (15) days after receiving the statement, refer the grievance to arbitration by written notification to the other party.

The parties shall then have ten (10) days within which to agree on a mutually acceptable arbitrator. In the event the parties fail to agree on an arbitrator, then the party initiating the grievance shall have fifteen (15) days within which to file a demand for arbitration with the American Arbitration Association.

Both parties will then abide by the rules and procedures of the American Arbitration Association.

13.4 **ARBITRATION**

13.4.1 The arbitrator’s decision will be in writing and will set forth his/her findings, reasonings, and conclusions on the issues submitted. The arbitrator will be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement. The decision of the arbitrator shall be binding. The arbitrator shall have no power to alter, add to, or detract from the provision of the Agreement.

13.4.2 The cost for the service of the Arbitrator will be borne equally by the School District and the Association.

13.4.3 The election to submit a grievance to arbitration shall automatically be a waiver of all other remedies or forums which otherwise could be available.

Alternative Final Stage: Within five (5) days of the determination by Superintendent, or in the case of a grievance filed by the Superintendent within five (5) days after receipt of the statement from the Association, if the aggrieved party is not satisfied, he/she may make written request to the Board of Education for review and determination. The Board of Education will hold a hearing to obtain information regarding the case. The board of Education shall render a final decision within ten (10) school days after the hearing.

ARTICLE 14 **CONTINUING POLICIES**

Policies affecting terms and conditions of employment not covered by this Agreement shall be maintained at least at the minimum standards in effect on December 19, 1979, except as they may be altered by mutual agreement.

ARTICLE 15 **REGISTERED NURSE**

15.1 Salary Schedule:

Nurses shall be placed on the step commensurate with their experience and compensated at 95% the Base Salary column on the instructional salary schedule. When they receive their bachelor’s degree, they will be compensated at 100% of Base Salary. See Appendix B.

ARTICLE 16 **EXTRA CURRICULAR**

16.1 Unit members’ extra-curricular salary schedules for 2024-2028 shall be as specified in Appendix A.
 Coaching (27-30)
 Clubs and Activities (31-34)

16.1.1 Unit member(s) off schedule shall receive a minimum increase as agreed upon.

16.2 Beginning with the 1990-91 school year the District and the Union will increase the schedule by the same percentage as the average teachers’ raises in that year. This means that the District will spend the agreed upon percentage above what was spent the previous year.

Notwithstanding the foregoing, under no circumstances will the schedule be reduced. If the average raise per teacher would be too low to allow for an increase in the schedule then the schedule shall remain the same and increments shall be paid.

16.3 Unit members’ salary will be determined in the same manner as in Article 16.2, using prior year’s staff and schedule.

16.4 For year-long, extra and co-curricular position, the unit member will be paid lump sum, end of the fiscal year or completion of season.

16.5 Coaching assignments are annual appointments by the Board of Education, based on recommendations of the Superintendent.

16.6 Any Club in existence for at least two (2) years shall be brought to the School Board for formal recognition and approval. If a club is district initiated, the advisor will not be subject to the two (2) year grace period. Any new activities approved by the Board of Education shall be paid on the same basis as activities of a similar nature.

ARTICLE 16 EXTRA CURRICULAR (Continued)

16.7 Effective July 1, 2024, for the Coaching salary schedule only: an additional stipend of \$280/per week will be paid to the Head Coach and \$230/per week to the Assistant Coach for extended athletic season post-sectional play.

ARTICLE 17 SALARY

17.1 Unit members' salary for July 1, 2024 through June 30, 2028 shall be as specified in Appendix B. Longevity bumps as indicated in the table below have been included in the salary schedules. Initial step placement of a new teacher on the schedule shall be at the district's discretion.

2024-2025 4.5%
2025-2026 4.25%
2026-2027 4%
2027-2028 3.5%

Step	2024-25	2025-26	2026-27	2027-28
14	0	0	0	0
15	150	300	450	600
16	150	150	150	150
17	150	150	150	150
18	150	150	150	150
19	150	150	150	150
20	650	650	650	650
21	150	150	150	150
22	150	150	150	150
23	150	150	150	150
24	150	150	150	150
25	650	650	650	650
26	150	150	150	150
27	150	150	150	150
28	150	150	150	150
29	150	150	150	150
30	1150	1150	1150	1150
31	150	150	150	150
32	150	150	150	150
33	150	150	150	150
34	150	150	150	150
35	150	150	150	150
36	150	150	150	150
37	150	150	150	150
38	0	150	150	150
39	0	0	150	150
40	0	0	0	150

17.1.2 Unit members holding current New York State teaching certification in addition to the certificate linked to their current tenure area will be compensated an additional \$250 for each, up to \$500 maximum (2 additional certifications). This includes other content areas, and content or grade-level extensions, but it does not include Teaching Assistant.

17.1.3 Teaching Assistants who currently hold Level 1 certification will receive a one-time stipend of \$400 when the Teaching Assistant moves to Level 2 or Level 3 certification. Teaching Assistants who currently hold Level 2 certification will receive a one-time stipend of \$400 when the Teaching Assistant moves to Level 3 certification. Teaching Assistants are eligible for two (2) stipends maximum and must not lapse in holding current certification.

ARTICLE 17 SALARY (Continued)

17.2 Unit members holding a Master’s degree shall be paid an additional amount as referenced in the yearly salary schedules (Appendix B). Unit members holding a Ph.D. shall be paid an additional \$750 per year for the duration of their employment with the District.

17.2.1 Unit members with National Board Certification shall be paid an additional \$250 per year for the duration of their employment with the District.

17.3 Guidance counselors shall be paid for additional days worked before school starts and after school closes (September 1, or prior as appropriate, to school opening and school closing until June 30) at his/her daily rate of pay (1/200).

17.4 RETIREMENT INCENTIVE

Any member of the bargaining unit who has fifteen (15) or more years of experience in the District shall be eligible for a retirement incentive. A unit member must submit a resignation to the Superintendent at least five (5) months prior to retirement with an effective date of June 30. Upon the approval of the Superintendent, the member may be granted an extension of the five (5) month deadline if the member can demonstrate a compelling need.

Commencing July 1, 2024, unit members meeting the above stated requirements shall receive \$60 per day for the first 100 days of unused sick leave; \$80 per day for the 101st through the 200th unused sick leave days; and \$100 per day for the 201st through the 250th unused sick leave days. The maximum number of paid days is 250. Members who retire on any date other than June 30 will be eligible for the Retirement Longevity only.

In addition, and in lieu of the above rates of payment, unit members shall be paid \$100 per day for the sick and personal days earned but not used during the last year of service. A unit member shall not receive more than \$100 per day for any unused days.

The payment of retirement incentive monies will be made in accordance with Article 17.6.

17.5 RETIREMENT LONGEVITY

In lieu of the Retirement Incentive, any member of the bargaining unit who has fifteen (15) or more years of experience in the district and retires on any date other than June 30, shall receive \$60 per day for each day of unused accumulated sick leave for up to 250 days for a maximum of \$15,000. A unit member must notify the District (with a pre-signed letter of retirement), not less than five (5) months prior to their effective date of retirement with the NYS Teachers’ Retirement System.

In addition and in lieu of the above rates of payment, unit members shall be paid \$100 per day for the sick and personal days earned but not used during the last year of service. A unit member shall not receive more than \$100 per day for any unused days.

The benefit provided herein should not be construed to be in addition to benefits provided in Article 17.4 above.

The payment of retirement longevity monies will be made in accordance with Article 17.6.

17.6 EMPLOYER NON-ELECTIVE CONTRIBUTION TO 403(b) PLAN or NEW YORK STATE DEFERRED COMPENSATION PLAN (NYSDCP)

17.6.1 Employer Non-Elective Contribution – Retirement Incentive - The Employer agrees to make an Employer Non-Elective Contribution to the 403(b) or NYSDCP account of each covered employee entitled to a Retirement Incentive in accordance with Article 17.4 of the collective bargaining agreement. Such contribution will be in an amount equal to and in place of the retirement incentive outlined in Article 17.4 of the collective bargaining agreement, subject to 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 17 SALARY (Continued)

- 17.6.2 Employer Non-Elective Contribution - Leave Conversion – The Employer agrees to make an Employer Non-Elective Contribution to the 403(b) or NYSDCP account of each covered employee entitled to a leave conversion under Article 17.5 of the collective bargaining agreement. Such contribution will be in an amount equal to and in place of the accumulated leave provision under Article 17.5 of the collective bargaining agreement, subject to 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.
- 17.6.3 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.
- 17.6.4 Contribution Limitations – In any applicable year, the maximum Employer Contribution shall not cause an employee’s 403(b) or NYSDCP 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 employee’s 403(b) or NYSDCP 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 that employee terminated employment.
- In the event that the calculation of the Employer Non-Elective Contribution referenced in any of the preceding paragraphs exceed the applicable Contribution Limit, 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*.
- 17.6.5 403(b) and NYSDCP Accounts – Employer Non-Elective Contributions shall be deposited with a 403(b) provider recommended by the Association and approved by the Employer, or with NYSDCP, in the name of the employee.
- 17.6.6 Tier I Adjustments – Tier I 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.
- 17.6.7 This article shall be subject to the 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 closest as possible, to the original intent of the parties.
- 17.6.8 This article shall further be subject to the approval of the 403(b) and NYSDCP Providers, which shall review the article 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) and/or the NYSDCP provider agrees to provide the Employer with the Employer’s standard hold harmless agreement.
- 17.6.9 Both the Employer and Employee are responsible for providing accurate information to the 403(b) and/or NYSDCP Provider. This information includes both Elective and Employer Non-Elective Contributions and the amount of the participant’s Includible Compensation.

ARTICLE 18 IN-SERVICE CREDIT

- 18.1** All unit members involved in In-Service courses request and approved by the Superintendent during summer months shall be remunerated at \$165 per day of the course.
All unit members involved in attending In-Service courses requested and approved by the Superintendent during the school year but outside of the school day shall be remunerated at \$27.50 per hour for the length of the course.
All unit members involved in presenting In-Service courses requested and approved by the Superintendent outside of the school day shall be remunerated at \$27.50 per hour for two times the length of the course.
- 18.2** Curriculum development outside of the school day will follow the following guidelines:
 - 18.2.1 Project requests will be prioritized and selected based upon need and alignment with NYS Standards/Assessments and District Long Range Strategic Plan.
 - 18.2.2 All project requests must be approved by the Building Principal and Assistant Superintendent for Curriculum and Instruction.
 - 18.2.3 Teachers designing instructional units will work closely with the Assistant Superintendent to ensure that necessary design criteria are being met consistently across the district.
 - 18.2.4 No payment shall be made until a project is completed and approved by the Assistant Superintendent of Curriculum and Instruction.
 - 18.2.5 The maximum amount of stipend for any one project is \$625.

ARTICLE 19 SUMMER SCHOOL

- 19.1** Driver Education:

Fiscal Year	% Increase	\$/student Max 36 students
2024-25	4.5%	\$508/student
2025-26	4.25%	\$530/student
2026-27	4.0%	\$551/student
2027-28	3.5%	\$570/student
- 19.2** Effective July 1, 2011, the District’s Summer School is discontinued, with the exception of the offering of Driver Education. Should the program be reinstated, the following provisions (19.3, 19.4, 19.5 and 19.6) between the parties will be applicable.
- 19.3** Years of service shall be defined, for the purpose of a summer school salary step schedule as in-district summer school experience since 1976.
- 19.4** Summer school teaching appointments are made annually by the Board of Education, upon the recommendation of the Superintendent of Schools. No teacher shall have any vested right to summer school positions from one year to the next; nor is the District required to offer summer school employment exclusively to unit members. However, during the appointment term no summer school teacher will be disciplined or dismissed from summer school employment without just cause.
- 19.5** When a summer school teacher is unable to attend class, he/she shall notify the District which will be responsible for either arranging for a substitute or rescheduling the class.
- 19.6** Summer school teachers shall be entitled to one sick day non-accumulative, per summer session.

ARTICLE 20 EFFECTIVE DATES OF THIS AGREEMENT

- 20.1** This agreement shall be effective July 1, 2024, except as noted, and shall continue in effect through June 30, 2028.
- 20.2** The terms of the Agreement shall become enforceable upon its approval by a majority of the Association members and majority of the Board members.
- 20.3** Provisions of the Agreement may be amended by mutual consent of both parties with written evidence of said consent being presented by each party to the other.

CONDITION OF AGREEMENT

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.

Jacquelyn L. Kelly
Superintendent of Schools
9/24/2024
Date

Jerulyn Patton
David M. Dailey
GEA Union President
9/24/2024
Date

Signed and sworn before me on this

24th day of September, 2024

Tatia Z. Kennedy
Notary Public

TATIA Z. KENNEDY
Notary Public, State of New York
No. 01KE4933135
Qualified in Jefferson County
Commission Expires 8/1/26

APPENDIX A: Classification

CLASSIFICATION A:

Deanonian #1
Marching Band
Musical Director #1

CLASSIFICATION B:

Art Club, 9th – 12th
Deanonian #2
E-Sports
FFA
FFA - Summer
Musical Director #2
Select Choir
Trap Team Advisor – Fall
Trap Team Advisor - Spring

CLASSIFICATION C:

Choreographer
Drama Club 7th & 8th
High School Science Olympiad
Honor Society MS
Honor Society 9th-12th
Select Strings
Stage Band
Student Council 9th-12th
Varsity Club

CLASSIFICATION D:

Advisors, Grade 11 #1
Advisors, Grade 11 #2
Advisors, Grade 12 #1
Advisors, Grade 12 #2
Builders Club
History Club
Key Club
OM Coordinator
Robotics
Student Council 7th & 8th
Whiz Quiz

CLASSIFICATION E:

Advisors, Grade 10 #1
Advisors, Grade 9 #1
Color Guard
Communication Club
Competitive Speaking
Costume Club
FHA 7th & 8th
Fitness Center Trainer
Freshman Academy #1
Freshman Academy #2
Hospitality Club
Marching Band Assistant #1
Marching Band Assistant #2
Math Club
Military Kids' Club – Elementary
Military Kids' Club – MS/HS (2 @ .5)
MS Tech Club
Performing Arts Director
Senior High Fall Play
Tech Club
Winter Color Guard
K-Kids
Elementary Robotics

CLASSIFICATION F:

FFA Assistant
Pep Band

APPENDIX A: Classification (Continued)

CLASSIFICATION 1:

Varsity Football
Varsity Wrestling
Varsity Basketball – Boys
Varsity Basketball – Girls
Varsity Soccer – Boys
Varsity Soccer – Girls
Varsity Volleyball
Varsity Track – Boys
Varsity Track – Girls
Varsity Cross Country
Varsity Swim – Boys
Varsity Swim – Girls
Varsity Baseball
Varsity Softball
Cheerleading – Winter

Classification 2:

JV Basketball – Boys
JV Basketball – Girls
Varsity Football Assistant
JV Football
JV Wrestling
JV Soccer – Boys
JV Soccer – Girls
Golf
Varsity Indoor Track

CLASSIFICATION 3:

JV Baseball
JV Softball
JV Football Assistant
Track Assistant – Boys
Track Assistant – Girls
JV Volleyball
Cheerleading – Fall
Varsity Cross Country Assistant

CLASSIFICATION 4:

7th Basketball – Boys
8th Basketball – Boys
7th Basketball – Girls
8th Basketball – Girls
Modified Football
Modified Wrestling
Modified Soccer – Boys
Modified Soccer – Girls
Modified Boys Swim
Modified Girls Swim
Modified Baseball
Modified Boys Winter Track
Modified Girls Winter Track
Modified Volleyball
Modified Football Assistant

2024-25 Sports				
Step	Class 1	Class 2	Class 3	Class 4
1	\$3,964	\$3,369	\$2,576	\$1,981
2	\$4,041	\$3,435	\$2,626	\$2,020
3	\$4,110	\$3,493	\$2,671	\$2,056
4	\$4,110	\$3,493	\$2,671	\$2,056
5	\$4,110	\$3,493	\$2,671	\$2,056
6	\$4,543	\$3,861	\$2,953	\$2,272
7	\$4,543	\$3,861	\$2,953	\$2,272
8	\$4,543	\$3,861	\$2,953	\$2,272
9	\$4,975	\$4,229	\$3,234	\$2,488
10	\$4,975	\$4,229	\$3,234	\$2,488
11	\$4,975	\$4,229	\$3,234	\$2,488
12	\$5,408	\$4,597	\$3,515	\$2,704
13	\$5,408	\$4,597	\$3,515	\$2,704
14	\$5,408	\$4,597	\$3,515	\$2,704
15	\$5,841	\$4,965	\$3,796	\$2,921
16	\$5,841	\$4,965	\$3,796	\$2,921
17	\$5,841	\$4,965	\$3,796	\$2,921
18	\$6,273	\$5,333	\$4,078	\$3,137
19	\$6,273	\$5,333	\$4,078	\$3,137
20	\$6,273	\$5,333	\$4,078	\$3,137
21	\$6,598	\$5,607	\$4,289	\$3,299
22	\$6,598	\$5,607	\$4,289	\$3,299
23	\$6,598	\$5,607	\$4,289	\$3,299
24	\$6,922	\$5,883	\$4,500	\$3,461
25	\$6,922	\$5,883	\$4,500	\$3,461
26	\$6,922	\$5,883	\$4,500	\$3,461
27	\$7,355	\$6,251	\$4,781	\$3,677
28	\$7,355	\$6,251	\$4,781	\$3,677
29	\$7,355	\$6,251	\$4,781	\$3,677
30	\$7,355	\$6,251	\$4,781	\$3,677
31	\$7,355	\$6,251	\$4,781	\$3,677

2025-26 Sports				
Step	Class 1	Class 2	Class 3	Class 4
1	\$4,063	\$3,453	\$2,640	\$2,031
2	\$4,132	\$3,512	\$2,685	\$2,066
3	\$4,213	\$3,581	\$2,738	\$2,106
4	\$4,285	\$3,642	\$2,785	\$2,143
5	\$4,285	\$3,642	\$2,785	\$2,143
6	\$4,285	\$3,642	\$2,785	\$2,143
7	\$4,736	\$4,025	\$3,079	\$2,368
8	\$4,736	\$4,025	\$3,079	\$2,368
9	\$4,736	\$4,025	\$3,079	\$2,368
10	\$5,187	\$4,409	\$3,372	\$2,594
11	\$5,187	\$4,409	\$3,372	\$2,594
12	\$5,187	\$4,409	\$3,372	\$2,594
13	\$5,638	\$4,792	\$3,665	\$2,819
14	\$5,638	\$4,792	\$3,665	\$2,819
15	\$5,638	\$4,792	\$3,665	\$2,819
16	\$6,089	\$5,176	\$3,958	\$3,045
17	\$6,089	\$5,176	\$3,958	\$3,045
18	\$6,089	\$5,176	\$3,958	\$3,045
19	\$6,540	\$5,559	\$4,251	\$3,270
20	\$6,540	\$5,559	\$4,251	\$3,270
21	\$6,540	\$5,559	\$4,251	\$3,270
22	\$6,879	\$5,846	\$4,471	\$3,439
23	\$6,879	\$5,846	\$4,471	\$3,439
24	\$6,879	\$5,846	\$4,471	\$3,439
25	\$7,216	\$6,133	\$4,691	\$3,608
26	\$7,216	\$6,133	\$4,691	\$3,608
27	\$7,216	\$6,133	\$4,691	\$3,608
28	\$7,667	\$6,517	\$4,984	\$3,834
29	\$7,667	\$6,517	\$4,984	\$3,834
30	\$7,667	\$6,517	\$4,984	\$3,834
31	\$7,667	\$6,517	\$4,984	\$3,834

2026-27 Sports				
Step	Class 1	Class 2	Class 3	Class 4
1	\$4,164	\$3,540	\$2,706	\$2,082
2	\$4,225	\$3,592	\$2,746	\$2,112
3	\$4,297	\$3,653	\$2,793	\$2,148
4	\$4,381	\$3,724	\$2,847	\$2,190
5	\$4,456	\$3,788	\$2,896	\$2,229
6	\$4,456	\$3,788	\$2,896	\$2,229
7	\$4,456	\$3,788	\$2,896	\$2,229
8	\$4,925	\$4,186	\$3,202	\$2,463
9	\$4,925	\$4,186	\$3,202	\$2,463
10	\$4,925	\$4,186	\$3,202	\$2,463
11	\$5,394	\$4,585	\$3,507	\$2,698
12	\$5,394	\$4,585	\$3,507	\$2,698
13	\$5,394	\$4,585	\$3,507	\$2,698
14	\$5,863	\$4,984	\$3,811	\$2,932
15	\$5,863	\$4,984	\$3,811	\$2,932
16	\$5,863	\$4,984	\$3,811	\$2,932
17	\$6,332	\$5,383	\$4,116	\$3,167
18	\$6,332	\$5,383	\$4,116	\$3,167
19	\$6,332	\$5,383	\$4,116	\$3,167
20	\$6,801	\$5,782	\$4,421	\$3,401
21	\$6,801	\$5,782	\$4,421	\$3,401
22	\$6,801	\$5,782	\$4,421	\$3,401
23	\$7,154	\$6,080	\$4,650	\$3,577
24	\$7,154	\$6,080	\$4,650	\$3,577
25	\$7,154	\$6,080	\$4,650	\$3,577
26	\$7,505	\$6,379	\$4,879	\$3,752
27	\$7,505	\$6,379	\$4,879	\$3,752
28	\$7,505	\$6,379	\$4,879	\$3,752
29	\$7,974	\$6,778	\$5,183	\$3,987
30	\$7,974	\$6,778	\$5,183	\$3,987
31	\$7,974	\$6,778	\$5,183	\$3,987

2027-28 Sports					
Step	Class 1	Class 2	Class 3	Class 4	
1	\$4,268	\$3,628	\$2,774	\$2,134	
2	\$4,310	\$3,664	\$2,801	\$2,154	
3	\$4,373	\$3,717	\$2,842	\$2,186	
4	\$4,448	\$3,781	\$2,890	\$2,223	
5	\$4,535	\$3,854	\$2,947	\$2,267	
6	\$4,612	\$3,920	\$2,997	\$2,307	
7	\$4,612	\$3,920	\$2,997	\$2,307	
8	\$4,612	\$3,920	\$2,997	\$2,307	
9	\$5,097	\$4,333	\$3,314	\$2,549	
10	\$5,097	\$4,333	\$3,314	\$2,549	
11	\$5,097	\$4,333	\$3,314	\$2,549	
12	\$5,583	\$4,746	\$3,629	\$2,792	
13	\$5,583	\$4,746	\$3,629	\$2,792	
14	\$5,583	\$4,746	\$3,629	\$2,792	
15	\$6,068	\$5,158	\$3,945	\$3,035	
16	\$6,068	\$5,158	\$3,945	\$3,035	
17	\$6,068	\$5,158	\$3,945	\$3,035	
18	\$6,554	\$5,571	\$4,260	\$3,278	
19	\$6,554	\$5,571	\$4,260	\$3,278	
20	\$6,554	\$5,571	\$4,260	\$3,278	
21	\$7,039	\$5,984	\$4,576	\$3,520	
22	\$7,039	\$5,984	\$4,576	\$3,520	
23	\$7,039	\$5,984	\$4,576	\$3,520	
24	\$7,404	\$6,292	\$4,813	\$3,702	
25	\$7,404	\$6,292	\$4,813	\$3,702	
26	\$7,404	\$6,292	\$4,813	\$3,702	
27	\$7,768	\$6,602	\$5,049	\$3,884	
28	\$7,768	\$6,602	\$5,049	\$3,884	
29	\$7,768	\$6,602	\$5,049	\$3,884	
30	\$8,253	\$7,015	\$5,365	\$4,127	
31	\$8,253	\$7,015	\$5,365	\$4,127	

2024-25 Clubs						
Step	Class A	Class B	Class C	Class D	Class E	Class F
1	\$3,606	\$2,363	\$1,715	\$1,065	\$742	\$685
2	\$3,676	\$2,409	\$1,748	\$1,086	\$757	\$698
3	\$3,739	\$2,449	\$1,779	\$1,105	\$769	\$710
4	\$3,804	\$2,492	\$1,809	\$1,124	\$783	\$722
5	\$3,870	\$2,535	\$1,840	\$1,144	\$796	\$735
6	\$3,927	\$2,573	\$1,866	\$1,160	\$807	\$747
7	\$3,982	\$2,609	\$1,895	\$1,178	\$819	\$757
8	\$4,042	\$2,649	\$1,922	\$1,194	\$832	\$768
9	\$4,108	\$2,690	\$1,952	\$1,214	\$843	\$781
10	\$4,178	\$2,736	\$1,984	\$1,231	\$856	\$793
11	\$4,324	\$2,828	\$2,053	\$1,272	\$885	\$821
12	\$4,408	\$2,885	\$2,092	\$1,299	\$899	\$836
13	\$4,521	\$2,954	\$2,141	\$1,326	\$923	\$859
14	\$4,701	\$3,071	\$2,227	\$1,380	\$956	\$892
15	\$4,878	\$3,185	\$2,308	\$1,427	\$990	\$926
16	\$5,061	\$3,300	\$2,390	\$1,480	\$1,023	\$959
17	\$5,061	\$3,300	\$2,390	\$1,480	\$1,023	\$959
18	\$5,486	\$3,572	\$2,587	\$1,598	\$1,106	\$1,044
19	\$5,486	\$3,572	\$2,587	\$1,598	\$1,106	\$1,044
20	\$5,909	\$3,847	\$2,783	\$1,717	\$1,185	\$1,122
21	\$5,909	\$3,847	\$2,783	\$1,717	\$1,185	\$1,122
22	\$6,334	\$4,117	\$2,977	\$1,836	\$1,267	\$1,204
23	\$6,334	\$4,117	\$2,977	\$1,836	\$1,267	\$1,204
24	\$6,760	\$4,389	\$3,175	\$1,954	\$1,348	\$1,285
25	\$6,760	\$4,389	\$3,175	\$1,954	\$1,348	\$1,285

2025-26 Clubs							
Step	Class A	Class B	Class C	Class D	Class E	Class F	
1	\$3,696	\$2,422	\$1,758	\$1,092	\$761	\$702	
2	\$3,759	\$2,463	\$1,788	\$1,110	\$774	\$714	
3	\$3,833	\$2,511	\$1,823	\$1,132	\$789	\$728	
4	\$3,898	\$2,554	\$1,854	\$1,152	\$802	\$740	
5	\$3,965	\$2,598	\$1,886	\$1,172	\$816	\$753	
6	\$4,034	\$2,643	\$1,918	\$1,193	\$830	\$766	
7	\$4,094	\$2,682	\$1,946	\$1,209	\$841	\$779	
8	\$4,152	\$2,720	\$1,975	\$1,228	\$854	\$789	
9	\$4,214	\$2,762	\$2,003	\$1,245	\$867	\$801	
10	\$4,282	\$2,804	\$2,035	\$1,266	\$879	\$814	
11	\$4,355	\$2,852	\$2,069	\$1,283	\$892	\$827	
12	\$4,508	\$2,948	\$2,141	\$1,326	\$923	\$856	
13	\$4,595	\$3,008	\$2,181	\$1,354	\$937	\$872	
14	\$4,713	\$3,080	\$2,232	\$1,382	\$962	\$895	
15	\$4,901	\$3,202	\$2,322	\$1,439	\$997	\$930	
16	\$5,085	\$3,321	\$2,407	\$1,488	\$1,032	\$965	
17	\$5,276	\$3,440	\$2,491	\$1,543	\$1,067	\$1,000	
18	\$5,276	\$3,440	\$2,491	\$1,543	\$1,067	\$1,000	
19	\$5,719	\$3,724	\$2,697	\$1,666	\$1,153	\$1,088	
20	\$5,719	\$3,724	\$2,697	\$1,666	\$1,153	\$1,088	
21	\$6,161	\$4,010	\$2,901	\$1,790	\$1,235	\$1,170	
22	\$6,161	\$4,010	\$2,901	\$1,790	\$1,235	\$1,170	
23	\$6,603	\$4,292	\$3,104	\$1,914	\$1,320	\$1,255	
24	\$6,603	\$4,292	\$3,104	\$1,914	\$1,320	\$1,255	
25	\$7,047	\$4,576	\$3,310	\$2,037	\$1,405	\$1,340	

2026-27 Clubs						
Step	Class A	Class B	Class C	Class D	Class E	Class F
1	\$3,789	\$2,482	\$1,802	\$1,119	\$780	\$719
2	\$3,844	\$2,519	\$1,828	\$1,135	\$791	\$730
3	\$3,910	\$2,562	\$1,859	\$1,155	\$805	\$742
4	\$3,986	\$2,612	\$1,895	\$1,177	\$820	\$757
5	\$4,054	\$2,656	\$1,928	\$1,198	\$834	\$769
6	\$4,124	\$2,702	\$1,961	\$1,219	\$849	\$783
7	\$4,195	\$2,749	\$1,995	\$1,241	\$863	\$796
8	\$4,258	\$2,789	\$2,024	\$1,258	\$875	\$810
9	\$4,318	\$2,829	\$2,054	\$1,277	\$888	\$820
10	\$4,382	\$2,872	\$2,084	\$1,295	\$902	\$833
11	\$4,454	\$2,916	\$2,116	\$1,317	\$914	\$846
12	\$4,530	\$2,966	\$2,152	\$1,335	\$928	\$860
13	\$4,688	\$3,066	\$2,226	\$1,379	\$960	\$891
14	\$4,779	\$3,128	\$2,268	\$1,408	\$974	\$906
15	\$4,901	\$3,203	\$2,321	\$1,438	\$1,000	\$931
16	\$5,097	\$3,330	\$2,414	\$1,497	\$1,037	\$968
17	\$5,289	\$3,453	\$2,503	\$1,548	\$1,073	\$1,004
18	\$5,487	\$3,578	\$2,591	\$1,604	\$1,109	\$1,040
19	\$5,487	\$3,578	\$2,591	\$1,604	\$1,109	\$1,040
20	\$5,948	\$3,873	\$2,805	\$1,732	\$1,199	\$1,132
21	\$5,948	\$3,873	\$2,805	\$1,732	\$1,199	\$1,132
22	\$6,407	\$4,171	\$3,017	\$1,862	\$1,285	\$1,217
23	\$6,407	\$4,171	\$3,017	\$1,862	\$1,285	\$1,217
24	\$6,867	\$4,464	\$3,228	\$1,991	\$1,373	\$1,305
25	\$6,867	\$4,464	\$3,228	\$1,991	\$1,373	\$1,305

2027-28 Clubs						
Step	Class A	Class B	Class C	Class D	Class E	Class F
1	\$3,883	\$2,544	\$1,847	\$1,147	\$799	\$737
2	\$3,921	\$2,569	\$1,865	\$1,158	\$807	\$745
3	\$3,978	\$2,607	\$1,892	\$1,175	\$819	\$755
4	\$4,046	\$2,651	\$1,924	\$1,195	\$833	\$768
5	\$4,125	\$2,703	\$1,962	\$1,218	\$849	\$783
6	\$4,196	\$2,749	\$1,996	\$1,239	\$863	\$796
7	\$4,268	\$2,797	\$2,030	\$1,262	\$878	\$810
8	\$4,342	\$2,845	\$2,065	\$1,284	\$894	\$824
9	\$4,407	\$2,887	\$2,094	\$1,302	\$905	\$838
10	\$4,469	\$2,928	\$2,126	\$1,322	\$919	\$849
11	\$4,536	\$2,973	\$2,156	\$1,340	\$933	\$862
12	\$4,610	\$3,018	\$2,190	\$1,363	\$946	\$876
13	\$4,688	\$3,070	\$2,227	\$1,381	\$960	\$890
14	\$4,852	\$3,173	\$2,304	\$1,427	\$993	\$922
15	\$4,946	\$3,238	\$2,348	\$1,458	\$1,008	\$938
16	\$5,073	\$3,315	\$2,403	\$1,488	\$1,035	\$964
17	\$5,276	\$3,446	\$2,499	\$1,549	\$1,073	\$1,001
18	\$5,474	\$3,574	\$2,590	\$1,602	\$1,110	\$1,039
19	\$5,679	\$3,703	\$2,682	\$1,660	\$1,148	\$1,076
20	\$5,679	\$3,703	\$2,682	\$1,660	\$1,148	\$1,076
21	\$6,156	\$4,008	\$2,903	\$1,793	\$1,241	\$1,171
22	\$6,156	\$4,008	\$2,903	\$1,793	\$1,241	\$1,171
23	\$6,631	\$4,317	\$3,123	\$1,927	\$1,330	\$1,259
24	\$6,631	\$4,317	\$3,123	\$1,927	\$1,330	\$1,259
25	\$7,107	\$4,620	\$3,341	\$2,060	\$1,421	\$1,351

APPENDIX B – 2024-2025 SALARY SCHEDULE

Step	TA	RNA	BS	B30	30M	45M	60M	75M	90M
1	31559	49969	52599	54105	54901	55088	55786	56533	57601
2	32102	50828	53503	55035	55845	56035	56745	57506	58592
3	32654	51702	54423	55982	56806	57000	57721	58494	59600
4	33216	52591	55359	56945	57783	57980	58714	59501	60625
5	33787	53496	56311	57924	58777	58977	59723	60524	61668
6	34287	54287	57144	58781	59645	59850	60606	61418	62578
7	34498	54622	57496	59143	60382	60588	61353	62176	63350
8	34709	54956	57849	59506	60828	61336	62111	62944	64132
9	35223	55770	58705	60238	61274	62244	63028	63873	65081
10	35787	56662	59644	61129	62254	63239	64038	64896	66121
11	36402	57636	60669	62107	63324	64325	65137	66012	67258
12	36937	58483	61561	63175	64255	65271	66097	66983	68248
13	37481	59344	62467	64102	65204	66236	67073	67973	69257
14	38040	60230	63400	65051	66174	67219	68068	68981	70286
15	38678	61240	64463	66168	67236	68283	69133	70046	71349
16			65374	67095	68150	69198	70045	70958	72264
17			66327	68023	69101	70100	70995	71906	73212
18			67819	69545	70616	71636	72543	73469	74797
19			69029	70521	71828	72845	73753	74680	76781
20			70566	72248	73364	74382	75289	76214	79178
21			72089	74097	74887	75907	76814	77735	79929
22			73957	75713	76752	77775	78679	79604	80870
23			74157	76670	77795	78818	79722	80645	81118
24			75217	77710	78858	79877	80782	81704	82180
25			76712	79287	80398	81458	82396	83357	83875
26			77744	80367	81481	82559	83515	84492	85044
27			78796	81461	82576	83685	84670	85673	86261
28			79864	82574	83697	84838	85850	86887	87516
29			80920	83574	84805	85978	87019	88086	88757
30			82973	85818	86858	88033	89076	90142	90808
31			84454	86933	88337	89509	90553	91620	92291
32			86355	88428	90240	91417	92455	93520	94196
33			87680	89798	91564	92742	93780	94845	95521
34					92933		95152		
35					95284		97497		
36					97782		99999		
37					99862				
38					101397				
39					103083				
40					104768				

APPENDIX B – 2025-2026 SALARY SCHEDULE

Step	TA	RNA	BS	B30	30M	45M	60M	75M	90M
1	32344	51211	53907	55450	56266	56458	57173	57939	59033
2	32900	52092	54834	56404	57234	57429	58156	58936	60048
3	33466	52988	55777	57374	58218	58416	59156	59949	61081
4	34041	53899	56736	58361	59219	59422	60174	60980	62132
5	34627	54826	57712	59364	60238	60444	61209	62029	63201
6	35222	55769	58704	60385	61274	61483	62261	63096	64288
7	35743	56594	59572	61278	62179	62393	63182	64028	65237
8	35964	56943	59939	61656	62947	63162	63960	64818	66042
9	36184	57291	60307	62034	63413	63942	64750	65619	66857
10	36720	58140	61200	62798	63878	64889	65706	66587	67846
11	37307	59069	62178	63726	64900	65926	667590	67654	68930
12	37948	60085	63247	64746	66015	67059	67905	68817	70116
13	38506	60968	64177	65859	66986	68045	68905	69829	71148
14	39073	61866	65122	66826	67975	69050	69923	70861	72200
15	39836	63074	66394	68115	69286	70375	71260	72212	73573
16			67352	69130	70243	71335	72221	73173	74531
17			68302	70096	71196	72288	73172	74123	75485
18			69296	71064	72187	73228	74162	75112	76473
19			70851	72650	73767	74830	75775	76741	78125
20			72612	74167	75530	76590	77537	78503	80694
21			73715	75468	76631	77692	78638	79603	82693
22			75303	77395	78219	79282	80228	81189	83475
23			77249	79081	80164	81230	82172	83137	84457
24			77459	80078	81251	82317	83260	84222	84715
25			79063	81663	82859	83921	84864	85826	86322
26			80122	82806	83964	85070	86047	87049	87590
27			81197	83932	85093	86217	87214	88233	88808
28			82294	85072	86235	87391	88418	89464	90076
29			83408	86233	87404	88593	89648	90729	91385
30			85508	88275	89559	90782	91867	92979	93679
31			86649	89615	90699	91924	93011	94122	94817
32			88193	90777	92241	93463	94551	95664	96363
33			90174	92336	94225	95451	96534	97644	98349
34			91556	93764	95605	96833	97916	99026	99731
35					97032		99346		
36					99483		101791		
37					102087		104399		
38					104256				
39					105706				
40					107464				

APPENDIX B – 2026-2027 SALARY SCHEDULE

Step	TA	RNA	BS	B30	30M	45M	60M	75M	90M
1	33069	52359	55115	56693	57527	57723	58454	59238	60356
2	33638	53260	56063	57668	58517	58716	59460	60257	61394
3	34216	54176	57027	58660	59523	59726	60482	61293	62450
4	34805	55108	58008	59669	60547	60753	61522	62347	63524
5	35403	56055	59005	60695	61588	61799	62581	63419	64618
6	36012	57019	60020	61739	62647	62862	63657	64510	65729
7	36631	58000	61052	62800	63725	63943	64751	65619	66860
8	37173	58857	61955	63729	64666	64889	65709	66589	67847
9	37402	59220	62337	64123	65465	65688	66519	67411	68684
10	37631	59583	62719	64516	65949	66500	67340	68243	69532
11	38189	60466	63648	65310	66433	67484	68334	69251	70560
12	38799	61432	64665	66275	67496	68563	69430	70360	71688
13	39466	62488	65777	67336	68656	69741	70621	71570	72920
14	40047	63407	66744	68494	69665	70766	71662	72622	73994
15	40906	64768	68177	69949	71144	72262	73170	74145	75538
16			69199	70989	72207	73340	74260	75251	76666
17			70196	72045	73203	74338	75259	76250	77663
18			71183	73050	74193	75330	76249	77238	78654
19			72217	74056	75224	76308	77278	78266	79682
20			74335	76206	77367	78473	79456	80460	81900
21			75666	77284	78701	79804	80788	81793	84072
22			76813	78636	79846	80950	81933	82937	86150
23			78465	80641	81498	82604	83587	84586	86964
24			80489	82394	83520	84629	85609	86612	87985
25			81207	83931	85151	86260	87240	88241	88754
26			82376	85079	86323	87428	88409	89409	89925
27			83476	86268	87473	88623	89639	90681	91243
28			84595	87439	88647	89816	90853	91912	92510
29			85736	88625	89834	91036	92105	93192	93829
30			87894	90832	92050	93287	94384	95508	96190
31			89078	91956	93291	94563	95692	96849	97576
32			90265	93350	94477	95751	96881	98037	98760
33			91870	94558	96080	97352	98484	99640	100368
34			93931	96179	98144	99419	100546	101700	102433
35			95368	97664	99579	100856	101982	103137	103870
36					101063		103470		
37					103613		106012		
38					106320		108725		
39					108576				
40					109934				

APPENDIX B – 2027-2028 SALARY SCHEDULE

Step	TA	RNA	BS	B30	30M	45M	60M	75M	90M
1	33648	53275	56079	57685	58534	58733	59477	60275	61413
2	34226	54192	57044	58677	59541	59744	60500	61311	62469
3	34815	55124	58025	59687	60565	60771	61541	62366	63543
4	35414	56072	59023	60713	61607	61816	62599	63438	64636
5	36023	57036	60038	61757	62666	62879	63676	64529	65748
6	36642	58017	61070	62820	63744	63962	64771	65639	66879
7	37272	59015	62121	63900	64840	65062	65885	66768	68030
8	37913	60030	63189	64998	65955	66180	67018	67916	69200
9	38474	60817	64124	65960	66930	67160	68009	68920	70221
10	38711	61293	64519	66367	67757	67988	68847	69770	71088
11	38948	61668	64914	66774	68257	68827	69697	70632	71965
12	39525	62582	65876	67596	68758	69846	70726	71674	73030
13	40157	63582	66929	68595	69858	70963	71860	72822	74197
14	40847	64675	68079	69693	71059	72182	73093	74075	75473
15	41718	66054	69530	71341	72554	73693	74620	75614	77034
16			70713	72547	73784	74941	75881	76890	78332
17			71771	73624	74885	76057	77009	78034	79499
18			72803	74717	75915	77090	78044	79068	80531
19			73826	75757	76940	78116	79067	80091	81557
20			75395	77298	78507	79628	80633	81656	83120
21			77087	79023	80225	81370	82387	83426	84917
22			78465	80139	81606	82747	83766	84806	87164
23			79652	81539	82791	83933	84951	85990	89316
24			81361	83614	84500	85645	86663	87697	90158
25			83957	85928	87093	88241	89256	90293	91715
26			84199	87018	88281	89429	90443	91479	92010
27			85409	88207	89494	90638	91653	92689	93222
28			86548	89438	90684	91874	92926	94005	94587
29			87706	90650	91900	93110	94183	95279	95898
30			89887	92877	94128	95373	96478	97604	98263
31			91120	94161	95422	96702	97837	99001	99707
32			92346	95325	96706	98023	99191	100388	101141
33			93574	96767	97934	99252	100422	101618	102366
34			95236	98017	99593	100909	102080	103278	104031
35			97369	99695	101729	103049	104215	105410	106168
36			98856	101233	103214	104526	105702	106896	107655
37					104751		107241		
38					107389		109873		
39					110192		112680		
40					112376				

