

**MEMORANDUM OF AGREEMENT**  
**between**  
**THE GLEN COVE CITY SCHOOL DISTRICT**  
**and**  
**GLEN COVE SCHOOL SECURITY GUARD UNIT**

MEMORANDUM OF AGREEMENT, dated this 30<sup>th</sup> day of April, 2019, by and between the negotiating representatives of the GLEN COVE CITY SCHOOL DISTRICT (hereinafter referred to as the “District”) and the UNITED PUBLIC SERVICE EMPLOYEES UNION - GLEN COVE SCHOOL SECURITY GUARD UNIT (hereinafter referred to as the “Unit”).

1. General:

The labor agreement between the parties for the period of July 1, 2015 through June 30, 2018, expired on June 30, 2018. The parties herewith agree that said agreement shall be modified to the extent set forth herein as of July 1, 2018. Except for changes in language to said agreement made necessary by the following agreement, the provisions of said contract shall remain unchanged.

2. Contingencies:

A. This agreement is subject to formal ratification by the Board of Education and the membership of the Association. Such ratification shall occur within thirty (30) days of the date of execution of this memorandum of agreement. If either party fails to ratify or fails to act within the aforesaid thirty (30) day period, this memorandum of agreement shall be of no further force and effect and shall be a nullity. Notwithstanding the foregoing, the team of negotiating representatives for each party will urge their respective principals to ratify this memorandum of agreement.

B. The parties agree to incorporate this memorandum of agreement into a more formal written agreement. The terms of this agreement become effective upon ratification of this Memorandum of Agreement by the Unit and approval by the Board of Education pursuant to a duly adopted resolution.

3. Terms:

**A. Duration**

July 1, 2018 through June 30, 2022

**B. Wages**

**Starting Salary:**

Effective July 1, 2018: Increase by \$500

**Base Wage Increase (Not to be computed on the starting salary):**

Effective July 1, 2018: \$500 plus \$1.00 per hour (Not to be computed for the Security Supervisor)

Effective July 1, 2019: \$1.00 per hour for all unit members including the Security Supervisor

Effective July 1, 2020: \$1.00 per hour for all unit members including the Security Supervisor

Effective July 1, 2021: \$1.00 per hour for all unit members including the Security Supervisor

Effective July 1, 2018, the Security Supervisor shall receive a base salary of \$50,000 and the \$5,000 stipend shall be permanently removed.

**C. Longevity**

Add a \$500 longevity after 20 years.

Add a \$500 longevity after 25 years.

**D. Health Insurance**

Any unit member hired after May 22, 2019 shall pay 20% of the cost of the premium for individual or family health insurance coverage.

Remove reference to the restrictions set forth in Civil Service Policy Memo 122r3.

**E. Agency Fee Deduction**

Remove reference to the paying of an agency fee and deduction of such a fee from paychecks of security guards who choose not to join the Association.

NEGOTIATING REPRESENTATIVE  
OF THE GLEN COVE CITY  
SCHOOL DISTRICT

  
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Dr. Maria Rianna

NEGOTIATING REPRESENTATIVES  
UPSEU – GLEN COVE SCHOOL  
SECURITY GUARD UNIT

  
\_\_\_\_\_  
Hector Rosario

  
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Michael Curran

  
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Patrick DeFelice