

MEMORANDUM OF AGREEMENT dated this 17 day of June 2020, by and between the negotiating representatives of the BOARD OF EDUCATION OF THE GLEN COVE CITY SCHOOL DISTRICT (hereinafter referred to as the "BOARD") and the negotiating representatives of the GLEN COVE EDUCATIONAL ADMINISTRATORS' ASSOCIATION (hereinafter referred to as the "ASSOCIATION")

1. **General:**

The labor contract between the parties for the period July 1, 2012 through June 30, 2019 expired on June 30, 2019. The parties herewith agree that said contract shall be modified effective as of July 1, 2019 to the extent set forth herein, as a result of their collective bargaining for a successor contract. Except for changes to the contract expressly set forth herein and changes in the language of the Agreement made necessary by the following agreement, the provisions of said Agreement shall remain unchanged. Italicized text is set forth as precise contract language to be inserted as is set forth in this Memorandum of Agreement into the parties' formal labor contract. It is understood that items of agreement not set forth in italicized text will require the drafting of contract language for insertion into the parties' more formal agreement.

2. **Contingencies:**

This Memorandum of Agreement is subject to formal ratification by the BOARD and the membership of the ASSOCIATION. The ratification of the ASSOCIATION shall occur within sixty (60) days of the date herein. If either party fails to ratify or fails to act by the aforesaid deadlines, this Memorandum of Agreement shall be of no further force and effect and shall be null and void. Notwithstanding the foregoing, each party's negotiating representatives shall urge their respective principals to ratify this Memorandum of Agreement.

3. **Incorporation into Collective Bargaining Agreement:**

This Memorandum of Agreement is subject to its incorporation into a more formal written agreement. Subsequent to the execution and ratification of this Memorandum of Agreement, it is understood that it will be necessary for the parties to agree upon formal contract language incorporating the specific understandings set forth herein, except where specific language has already been provided for herein.

4. **Agreement:**

A. **Duration:**

This agreement shall run from July 1, 2019 through June 30, 2020.

B. **Wage Increase:**

**2019/2020**

The salary schedule for the 2019/2020 school year shall be created by increasing the salary schedule for the 2018/2019 school year by .75%. Regular increment shall be provided.

C. **Sick Leave:**

Article V, Paragraph 1 of the contract shall be amended to reflect that an employee who is absent on sick leave longer than two (2) consecutive days, shall be required to provide medical documentation.

<p><b>NEGOTIATING REPRESENTATIVES OF THE GLEN COVE CITY SCHOOL DISTRICT</b></p> <p>dated: <u>June 19, 2020</u></p> <p><u>[Signature]</u></p>	<p><b>NEGOTIATING REPRESENTATIVES OF THE GLEN COVE EDUCATIONAL ADMINISTRATORS ASSOCIATION</b></p> <p>dated: <u>June 17, 2020</u></p> <p><u>[Signature]</u></p> <p>_____</p> <p>_____</p> <p>_____</p>
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