

MEMORANDUM OF AGREEMENT dated this 30 day of June 2021, 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, 2019 through June 30, 2020 expired on June 30, 2020. The parties herewith agree that said contract shall be modified effective as of July 1, 2020 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 being incorporated 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, 2020 through June 30, 2023.

B. **Wage Increase:**

2020/2021

The salary schedule for the 2020/2021 school year shall be created by increasing the salary schedule for the 2019/2020 school year by 1.25%. Regular increment shall be provided.

2021/2022

The salary schedule for the 2021/2022 school year shall be created by increasing the salary schedule for the 2020/2021 school year by 1.25%. Regular increment shall be provided.

2022/2023

The salary schedule for the 2022/2023 school year shall be created by increasing the salary schedule for the 2021/2022 school year by 1.0%. Regular increment shall be provided.

C. **Longevity:**

Article IX, Paragraph 2 of the contract shall be amended to read as follows:

“A longevity payment of \$1,000 for GCEAA members with 15 or more years of service in the District in any capacity; and an additional \$500 for 20 or more years of service.”

OR

“A payment of \$2,000 for an earned doctorate degree.”

D. **Stipend:**

Unit members shall be provided with a one-time stipend (not included in base salary) in the amount of \$4,000 as compensation for additional days worked during the COVID-19 Pandemic. Five (5) unit members who have

been identified to the Association are excluded from eligibility for this stipend payment.

E. **Health Insurance**

Article V, Paragraph 5.1 of the contract is amended to reflect that any unit member hired with an effective hire date of July 1, 2021 and thereafter, who opts out of health insurance coverage shall receive an annual payment of \$4,000. All other employees who opt out of health insurance coverage shall receive an annual payment of \$9,060.

F. **Mentor Stipend**

The contract shall be amended to include an annual mentoring stipend of \$1,500 for the mentoring of first year unit members. It is understood that the District retains the discretion to determine whether a mentor is necessary in each instance, and with respect to the selection of the mentor.

G. **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.

H. **Personal Leave**

Article V, Paragraph 1 of the contract shall be amended to reflect personal leave may not be taken contiguous to a weekend, holiday, recess or break period without the specific approval of the Superintendent. In addition, personal leave may be taken in ½ day increments.

I. **Agency Fee**

Amend Article X, Paragraph C of the contract by deleting all references to Agency Shop and Agency Fee.

**NEGOTIATING REPRESENTATIVES OF
THE GLEN COVE CITY SCHOOL
DISTRICT**

dated: 7/1/21


**NEGOTIATING REPRESENTATIVES
OF THE GLEN COVE EDUCATIONAL
ADMINISTRATORS ASSOCIATION**

dated:




