

MEMORANDUM OF AGREEMENT
between
THE GLEN COVE CITY SCHOOL DISTRICT
and
GLEN COVE SCHOOL NURSES ASSOCIATION

MEMORANDUM OF AGREEMENT, dated this 22nd day of January, 2019, by and between the negotiating representatives of the GLEN COVE CITY SCHOOL DISTRICT (hereinafter referred to as the "District") and the GLEN COVE NURSES ASSOCIATION (hereinafter referred to as the "Association").

1. General:

The labor agreement between the parties for the period of July 1, 2012 through June 30, 2017, expired on June 30, 2017. The parties herewith agree that said agreement shall be modified to the extent set forth herein. 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 Association and approval by the Board of Education pursuant to a duly adopted resolution.

3. Terms:

A. Duration

July 1, 2017 through June 30, 2021

B. Wages

Starting Salary:

Effective July 1, 2018: \$35,500

Effective July 1, 2019: \$35,630

Effective July 1, 2020: \$36,271

Any unit member hired before July 1, 2018 whose salary for the 2018-19 school year is less than the starting salary of \$35,500 shall have her salary adjusted to \$35,500 retroactive to July 1, 2018 along with a base wage adjustment and salary increase for the applicable year as set forth herein.

Base Wage Increase:

Effective July 1, 2017: \$250 plus 1.8%

Effective July 1, 2018: \$250 plus 1.8%

Effective July 1, 2019: \$250 plus 1.8%

Effective July 1, 2020: \$250 plus 1.8%

Only those unit members employed by the District at the time of ratification of this Agreement shall be entitled to the retroactive increases if they were employed during that time period.

Educational Stipend: Unit members hired on or after July 1, 2018 shall not receive a BSN stipend. All other unit members shall receive the BSN stipend or the MSN stipend, if they have an MSN degree.

Lead Nurse Stipend: \$1,782 effective July 1, 2017.

C. Bereavement Leave

Add to the definition of immediate family the following: child, grandparent, grandchild and domestic partner.

D. Health Insurance

Any unit member hired on or after July 1, 2018 who is entitled to family health coverage under the District's plan, and who is covered by an insurance plan of a spouse, may voluntarily forego all coverage under the District plan and, at the end of each full year, shall be paid \$1,500 for declination of individual coverage or \$3,000 for declination of family coverage.

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

E. Dental Insurance

Effective upon ratification of this Agreement, the District will contribute up to \$62.00 per month per school nurse for individual or family coverage in the Delta Dental Plan.

F. Agency Fee Deduction

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

NEGOTIATING REPRESENTATIVE
OF THE GLEN COVE CITY
SCHOOL DISTRICT


Dr. Maria Rianna

NEGOTIATING REPRESENTATIVES
GLEN COVE SCHOOL NURSE
ASSOCIATION


Debra DeBronsky Manzione, RN


Kathleen Radecki, RN