


MEMORANDUM OF AGREEMENT
between
THE GLEN COVE CITY SCHOOL DISTRICT (the "District")
and
THE UNITED PUBLIC SERVICE EMPLOYEES UNION
FOOD SERVICE UNIT/CAFETERIA EMPLOYEES
(the "UPSEU")

July 1, 2015 – June 30, 2021


Handwritten initials: GP, W, and the word 'May' written over 'February'.

MEMORANDUM OF AGREEMENT, dated this 31 day of ~~February~~ May 2017, by and between the negotiating representatives of the UNITED PUBLIC SERVICE EMPLOYEES UNION FOOD SERVICE UNIT/CAFETERIA EMPLOYEES (hereinafter referred to as the "UPSEU") and the negotiating representatives of the GLEN COVE CITY SCHOOL DISTRICT (hereinafter referred to as the "District").

1. General:

The labor agreement between the parties for the period of July 1, 2011 through June 30, 2015, expired on June 30, 2015. 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 UPSEU. 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 execution of the new collective bargaining agreement.

3. Terms:

A. Article XIX – Duration

Term of Agreement – Six (6) years: July 1, 2015 – June 30, 2021

B. Article IV – Job Titles and Duties

Paragraph 3: Amend paragraph 3 to add the following phrase to the beginning of the paragraph: “During the 2015-2016 and 2016-2017 school years, all”.

Amend paragraph 3 by adding a second sentence with the following language: “Effective July 1, 2017, all employees who attend training sessions during their work day or outside of their workday, as directed by the School Lunch Director shall receive their hourly rate of pay for such training sessions plus a \$50 stipend.”

[First paragraph sunsets on June 30, 2017.]

C. Article V – Working Conditions

Section 11 (Uniforms): Amend section to add the following phrase to the beginning of the section: “During the 2015-2016 and 2016-2017 school years, uniform”.

Amend section by adding a second paragraph with the following language: “Effective July 1, 2017, uniform allowance for all employees, both full-time and part-time, shall be \$400 annually, and it will be a requirement of the position that uniforms be worn and shall be clean and tidy at all times. Each employee will be required to submit receipts for uniforms, shoes, and other uniform-related accessories by October 30 in each year and the district will reimburse the employee by December 1 each year.”

[First paragraph sunsets on June 30, 2017.]

D. Article VIII – Health Insurance

Amend second paragraph to delete first sentence and to add the following sentence: “Effective July 1, 2017, full-time employees shall pay 18% of the cost of the premium for individual or family health insurance coverage.”

E. Article X – Absence Without Loss of Pay

Amend section C to add the following phrase to the beginning of the section: “During the 2015-2016 and 2016-2017 school years, up”.

Amend section C to add the following paragraph: "Effective July 1, 2017, up to five (5) days, not to be accumulated, for the death of the employee's spouse, child or parent. Up to three (3) days, not to be accumulated for the death of the employee's sister, brother, or relative living in the immediate household." [First paragraph sunsets on June 30, 2017.]

Amend Section A to change "180 days" to "200" days, effective July 1, 2017.

F. Article IX – Retirement Benefits, Health and Dental Insurance

Amend Article to add new Section 2 with the following language:

Section 2

Effective upon the date of ratification of this MOA by the parties, full-time employees who have accumulated at least forty (40) unused sick days in their sick bank at the time of their retirement with the New York State Employees Retirement System (NYSERS) are eligible for the sick leave payout in this Section 2. The payout for eligible full-time unit members shall be one (1) day's pay for every five (5) accumulated days, up to a maximum of 40 days of retirement pay. Part-time employees who have accumulated at least twenty-five (25) days in their sick bank at the time of retirement with NYSERS are eligible for the sick leave payout in this Section 2. The payout for eligible part-time unit members shall be one (1) day's pay for every five (5) accumulated days, up to a maximum of 25 days of retirement pay."

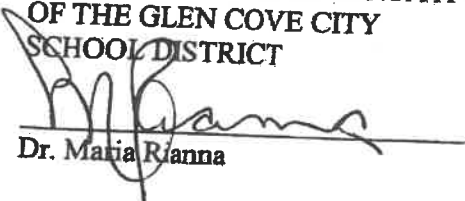
G. Article XIII – Salary Schedule and Appendix A.

Salary schedules shall be increased as follows:


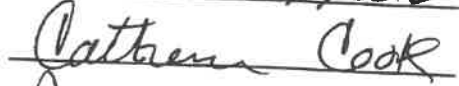
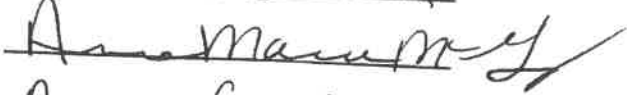

2015-16:	0.0% plus step as applicable (no change to salary schedule)
2016-17:	\$1.00 increase to hourly rate for employees (hourly and salaried) plus step as applicable
2017-18:	1.0% plus step as applicable
2018-19	\$1.00 increase to hourly rate for employees (hourly and salaried) plus step as applicable
2019-20	\$1.00 increase to hourly rate for employees (hourly and salaried) plus step as applicable
2020-21	\$0.50 increase to hourly rate for employees (hourly and salaried) plus step as applicable

Salary Adjustment – For the 2015-2016 school year, full-time, salaried middle school and high school managers, cook managers, cooks I and cooks II shall receive a one-time salary bonus adjustment of \$300 to their base salary on Appendix A. For the 2015-2016 school year, part-time employees shall receive a one-time bonus of \$100.

NEGOTIATING REPRESENTATIVES
OF THE GLEN COVE CITY
SCHOOL DISTRICT


Dr. Maria Rianna

NEGOTIATING REPRESENTATIVES
UNITED PUBLIC SERVICE
EMPLOYEES UNION





Just De: UPSEU

Tentative Salary Schedules
for
2015-16, 2016-17, 2017-18, 2018-19, 2019-20, 2020-21

* Manager Elementary Hourly Rate is based on 184 days

	NoChange	+\$1.00	+1%	+\$1.00	+\$1.00	+\$.50
	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
	Food Service Helper (hourly rate)	Food Service Helper (hourly rate)	Food Service Helper (hourly rate)	Food Service Helper (hourly rate)	Food Service Helper (hourly rate)	Food Service Helper (hourly rate)
Yrs 1-5	11.53	12.53	12.66	13.66	14.66	15.16
Yrs 6-10	12.58	13.58	13.72	14.72	15.72	16.22
Yrs 11-15	14.31	15.31	15.46	16.46	17.46	17.96
Yrs 16-20	15.71	16.71	16.88	17.88	18.88	19.38
Yrs 21-25	17.11	18.11	18.29	19.29	20.29	20.79
Yrs 26-30	18.51	19.51	19.71	20.71	21.71	22.21

	+\$300	+\$1.00	+1%	+\$1.00	+\$1.00	+\$.50
	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
	*Manager Elementary (hourly rate)	*Manager Elementary (hourly rate)	*Manager Elementary (hourly rate)	*Manager Elementary (hourly rate)	*Manager Elementary (hourly rate)	*Manager Elementary (hourly rate)
Yrs 1-5	15.95	16.95	17.12	18.12	19.12	19.62
Yrs 6-10	18.00	19.00	19.19	20.19	21.19	21.69
Yrs 11-15	20.05	21.05	21.26	22.26	23.26	23.76
Yrs 16-20	22.10	23.10	23.33	24.33	25.33	25.83
Yrs 21-25	24.14	25.14	25.39	26.39	27.39	27.89
Yrs 26-30	26.19	27.19	27.47	28.47	29.47	29.97

	+\$300	+\$1.00	+1%	+\$1.00	+\$1.00	+\$.50
	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
	Cook I - Middle Assistant Cook (6) Hours	Cook I - Middle Assistant Cook (6) Hours	Cook I - Middle Assistant Cook (6) Hours	Cook I - Middle Assistant Cook (6) Hours	Cook I - Middle Assistant Cook (6) Hours	Cook I - Middle Assistant Cook (6) Hours
Yrs 1-5	14,630	15,734	15,891	16,995	18,099	18,651
Yrs 6-10	16,894	17,998	18,178	19,282	20,386	20,938
Yrs 11-15	19,156	20,260	20,463	21,567	22,671	23,223
Yrs 16-20	21,419	22,523	22,748	23,852	24,956	25,508
Yrs 21-25	24,436	25,540	25,795	26,899	28,003	28,555
Yrs 26-30	25,944	27,048	27,318	28,422	29,526	30,078

Tentative Salary Schedules
for
2015-16, 2016-17, 2017-18, 2018-19, 2019-20, 2020-21

	+\$300	+\$1.00	+1%	+\$1.00	+\$1.00	+\$.50
	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
	Cook I - High Assistant Cook (6.75) Hours	Cook I - High Assistant Cook (6.75) Hours	Cook I - High Assistant Cook (6.75) Hours	Cook I - High Assistant Cook (6.75) Hours	Cook I - High Assistant Cook (6.75) Hours	Cook I - High Assistant Cook (6.75) Hours
Yrs 1-5	16,422	17,664	17,841	19,083	20,325	20,946
Yrs 6-10	18,967	20,209	20,411	21,653	22,895	23,516
Yrs 11-15	21,513	22,755	22,983	24,225	25,467	26,088
Yrs 16-20	24,060	25,302	25,555	26,797	28,039	28,660
Yrs 21-25	27,453	28,695	28,982	30,224	31,466	32,087
Yrs 26-30	29,149	30,391	30,695	31,937	33,179	33,800

	+\$300	+\$1.00	+1%	+\$1.00	+\$1.00	+\$.50
	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
	Cook II Middle Sch (7) Hours	Cook II Middle Sch (7) Hours	Cook II Middle Sch (7) Hours	Cook II Middle Sch (7) Hours	Cook II Middle Sch (7) Hours	Cook II Middle Sch (7) Hours
Yrs 1-5	18,779	20,067	20,268	21,556	22,844	23,488
Yrs 6-10	21,419	22,707	22,934	24,222	25,510	26,154
Yrs 11-15	24,058	25,346	25,599	26,887	28,175	28,819
Yrs 16-20	26,699	27,987	28,267	29,555	30,843	31,487
Yrs 21-25	29,338	30,626	30,932	32,220	33,508	34,152
Yrs 26-30	31,979	33,267	33,600	34,888	36,176	36,820

	+\$300	+\$1.00	+1%	+\$1.00	+\$1.00	+\$.50
	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
	Cook II - High Sch (7.25) Hours	Cook II - High Sch (7.25) Hours	Cook II - High Sch (7.25) Hours	Cook II - High Sch (7.25) Hours	Cook II - High Sch (7.25) Hours	Cook II - High Sch (7.25) Hours
Yrs 1-5	19,439	20,773	20,981	22,315	23,649	24,316
Yrs 6-10	22,174	23,508	23,743	25,077	26,411	27,078
Yrs 11-15	24,906	26,240	26,502	27,836	29,170	29,837
Yrs 16-20	27,641	28,975	29,265	30,599	31,933	32,600
Yrs 21-25	30,375	31,709	32,026	33,360	34,694	35,361
Yrs 26-30	33,110	34,444	34,788	36,122	37,456	38,123

Tentative Salary Schedules
for
2015-16, 2016-17, 2017-18, 2018-19, 2019-20, 2020-21

	+\$300	+\$1.00	+1%	+\$1.00	+\$1.00	+\$.50
	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
	Cook Manager Elementary (7) Hours	Cook Manager Elementary (7) Hours	Cook Manager Elementary (7) Hours	Cook Manager Elementary (7) Hours	Cook Manager Elementary (7) Hours	Cook Manager Elementary (7) Hours
Yrs 1-5	20,539	21,827	22,045	23,333	24,621	25,265
Yrs 6-10	23,179	24,467	24,712	26,000	27,288	27,932
Yrs 11-15	25,818	27,106	27,377	28,665	29,953	30,597
Yrs 16-20	28,459	29,747	30,044	31,332	32,620	33,264
Yrs 21-25	31,098	32,386	32,710	33,998	35,286	35,930
Yrs 26-30	33,739	35,027	35,377	36,665	37,953	38,597
	x	x	x	x	x	

	+\$300	+\$1.00	+1%	+\$1.00	+\$1.00	+\$.50
	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
	Manager Middle Sch (7.25) Hours	Manager Middle Sch (7.25) Hours	Manager Middle Sch (7.25) Hours	Manager Middle Sch (7.25) Hours	Manager Middle Sch (7.25) Hours	Manager Middle Sch (7.25) Hours
Yrs 1-5	22,173	23,507	23,742	25,076	26,410	27,077
Yrs 6-10	24,907	26,241	26,503	27,837	29,171	29,838
Yrs 11-15	27,642	28,976	29,266	30,600	31,934	32,601
Yrs 16-20	30,375	31,709	32,026	33,360	34,694	35,361
Yrs 21-25	33,110	34,444	34,788	36,122	37,456	38,123
Yrs 26-30	35,843	37,177	37,549	38,883	40,217	40,884

	+\$300	+\$1.00	+1%	+\$1.00	+\$1.00	+\$.50
	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
	Manager High Sch (8.0) Hours	Manager High Sch (8.0) Hours	Manager High Sch (8.0) Hours	Manager High Sch (8.0) Hours	Manager High Sch (8.0) Hours	Manager High Sch (8.0) Hours
Yrs 1-5	24,436	25,908	26,167	27,639	29,111	30,583
Yrs 6-10	27,453	28,925	29,214	30,686	32,158	33,630
Yrs 11-15	30,470	31,942	32,261	33,733	35,205	36,677
Yrs 16-20	33,486	34,958	35,308	36,780	38,252	39,724
Yrs 21-25	36,504	37,976	38,356	39,828	41,300	42,772
Yrs 26-30	39,521	40,993	41,403	42,875	44,347	45,819