

MEMORANDUM OF AGREEMENT dated this 22nd day of January, 2018 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 SUPPORT ASSOCIATION, NYSUT-NEA GCESA (hereinafter referred to as the "ASSOCIATION")

1. General:

The labor contract between the parties for the period July 1, 2015 through June 30, 2018 expired on June 30, 2018. The parties herewith agree that said contract shall be modified effective as of July 1, 2018 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, 2018 through June 30, 2022.

B. **Wage Increases:**

2018-2019

Effective July 1, 2018, all unit members will be placed on a new salary schedule attached hereto based on their years of service in their current salary grade. The new salary schedule for the 2018/2019 school year shall reflect an increase from the salary schedule that was in effect for the 2017/2018 school year of .75%.

2019-2020

Effective July 1, 2019, the salary schedule for the 2019/2020 school year shall reflect an increase from the salary schedule that was in effect for the 2018-19 school year of 1.25% with normal step movement.

2020-2021

Effective July 1, 2020, the salary schedule for the 2020/2021 school year shall reflect an increase from the salary schedule that was in effect for the 2019-20 school year of 1.5% with normal step movement.

2021-2022

Effective July 1, 2021, the salary schedule for the 2021/2022 school year shall reflect an increase from the salary schedule that was in effect for the 2020-2021 school year of 1.5% with normal step movement.

C. **Personal Business or Legal Affairs**

Article XI, Section 2 shall be amended to remove the following language:
Part time 12 month employees working 20 hours or more per week are entitled to one (1) personal day.

D. **Part-Time Employees**

Article XVI shall be amended add a new paragraph that reads as follows:
Part-time employees shall receive a total of two (2) personal days as follows: One (1) personal day after completion of five years of service; and one (1) personal day after completion of ten (10) years of service. Such absence shall be allowed for personal business which cannot be conducted outside the workday upon advance approval by the Superintendent or her designee. Each employee must file a written request with their immediate supervisor and the Superintendent at least two (2) days in advance of the personal leave.

E. **Health and Dental Insurance**

Article IX, Paragraph 1.A of the contract shall be amended to reflect as follows:

Full-time employees hired on or after July 1, 2018 shall contribute twenty (20%) towards the health plan's premium.

Effective July 1, 2020, full-time employees hired on or before July 19, 2016 shall contribute nineteen (19%) towards the health plan's premium.

Effective July 1, 2020, full-time employees hired after July 19, 2016 shall contribute twenty (20%) towards the health plan's premium.



Article IX, Paragraph 2.C shall be amended to add language as follows:

Full-time employees hired on or after July 1, 2018 who relinquish District - provided health insurance for one year or more shall be entitled to \$1,500 for the waiver of individual coverage or \$3,000 for the waiver of family coverage which will be paid in two equal installments, the first payment in the first quarter and the second payment during the second quarter of the next calendar year.

Effective July 1, 2020, full-time employees hired prior to July 1, 2018 who relinquish District provided health insurance for one year or more shall be entitled to 40% of the premium saved by the District that was in effect on January 1, 2020 for each full year so relinquished. For example, if the amount paid was \$5,000 based on the January 1, 2020 premium, each subsequent year for which the employee relinquishes the provided health insurance, the employee shall receive the same \$5,000 payment.

F. Housekeeping

In preparing the final draft of the successor collective bargaining agreement the parties will mutually make any applicable ministerial language changes.

<p>NEGOTIATING REPRESENTATIVE OF THE GLEN COVE CITY SCHOOL DISTRICT</p> <p>dated: 1/28/19</p> <p></p> <hr/> <hr/> <hr/> <hr/> <hr/>	<p>NEGOTIATING REPRESENTATIVES OF THE GLEN COVE EDUCATIONAL SUPPORT ASSOCIATION</p> <p>dated: 1/24/19</p> <p> Pres.</p> <hr/> <hr/> <hr/> <hr/> <hr/>
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