

Regular Meeting of Board of Education

1/26/15

Personnel

A: Certified

- 1 Side Letter of Agreement between the Glen Cove School District and the Glen Cove Educational Administrators' Association
- 2 Appointment of Substitute Teachers/Proctors

Regular Meeting of Board of Education

1/26/15

Personnel

B: Classified

- 1 Increase/Decrease of Assignment (Monitor)
 - a. Comments
- 2 Temporary Adult Education Instructor Appointments
- 3 Temporary/Substitute Appointments
- 4 Leaves of Absence
 - a. Comments

Glen Cove School District
Regular Meeting of Board of Education
January 26, 2015

Personnel

A. Certified

(1) Side Letter of Agreement

The Superintendent of Schools recommends that the Board of Education approve the Side Letter of Agreement between the Glen Cove School District and the Glen Cove Educational Administrators' Association as it pertains to an Early Retirement Incentive Plan for the 2014-2015 school year.
(***See attachment***)

**SIDE LETTER AGREEMENT BY AND BETWEEN THE GLEN
COVE CITY SCHOOL DISTRICT AND THE GLEN COVE
EDUCATIONAL ADMINISTRATORS ASSOCIATION**

WHEREAS, the Board of Education of the Glen Cove City School District ("DISTRICT") and the Glen Cove Educational Administrators Association ("ASSOCIATION") are parties to a certain collective bargaining agreement ("CBA") for the period of July 1, 2008 to June 30, 2012; and

WHEREAS, said CBA contains a certain provision regarding retirement and health insurance; and

WHEREAS, the parties have engaged in collective bargaining with respect to amending the terms and conditions of the CBA, to include an Early Retirement Incentive Plan ("Plan") for the 2014-2015 school year.

IT IS HEREBY, STIPULATED AND AGREED AS FOLLOWS:

1. Unit members who choose to retire from the DISTRICT and into the New York State Teachers' Retirement System on or before June 30, 2015, and who have at least eight and one-half (8.5) years of continuous service, and who submit to the DISTRICT an irrevocable letter of resignation for the purposes of retirement by COB, February 15, 2015, shall be eligible for the following modified benefit:

a. HEALTH INSURANCE COVERAGE:

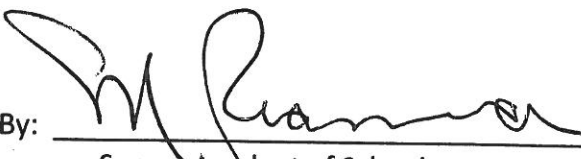
The DISTRICT shall provide each such eligible retiring employee with health insurance coverage (individual or family as applicable) during the period of each employee's retirement in accordance with NYSHIP rules and regulations.

Such eligible retiring employee shall pay the same percentage contribution toward the premium costs of health insurance into retirement as he/she contributed as an active employee, on his/her last day of employment: i.e., twenty (20%) percent.

- b. This Retirement Incentive Plan in its entirety, as set forth herein, shall expire and have no force and effect after COB, June 30, 2015, except for the purposes of the DISTRICT fulfilling its obligations hereunder. The ASSOCIATION herewith waives the applicability of section 209-a(1)e of the Taylor Law to the entirety of the subject matter of this early retirement incentive plan as set forth in this agreement.
- c. It is understood by the parties that the ten (10) year service requirement set forth in Article V of the CBA between the parties is waived and is not applicable to this 2014-2015 Early Retirement Incentive Plan.

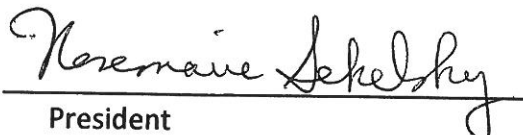
- d. It is further understood that, except as specifically modified hereby, all other terms and conditions of the Collective Bargaining Agreement shall remain unchanged.
2. The parties agree to take such other and further steps as are necessary to effectuate the express terms of this Agreement.
 3. This Side Letter shall constitute the full and complete Agreement between the parties.
 4. This Side Letter shall not constitute a policy, practice or precedent of the District.
 5. This Side Letter is subject to the review and approval by the Board of Education. Absent said approval, this Side Letter shall be null and void and have no force and effect.

GLEN COVE CITY SCHOOL DISTRICT

By: 
Superintendent of Schools

Date: 1-20-15

**GLEN COVE EDUCATIONAL
ADMINISTRATORS ASSOCIATION**

By: 
President

Date: 1-16-15

Glen Cove School District
Regular Meeting of Board of Education
January 26, 2015

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A. Certified

(2) Appointment of Substitute Teachers/Proctors

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the persons listed be appointed as per diem substitutes/proctors at the Board approved rate of \$108 per day effective the 2014-2015 school year.

Name

[REDACTED]

Certification

Permanent
Initial

Certificate

N-6; Reading; Special Education
Childhood Ed 1-6; Students with Disab. B-2; 1-6

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B. Classified

(1) Increase/Decrease of Assignment (Monitor)

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following school monitor has a temporary change in job hours as specified below:

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Salary</u>	<u>Effective</u>	<u>End Date</u>
██████████	20-hrs/wk	29.5-hrs/wk	Contract	1/21/15	6/26/15 or sooner

a. Comments

██████████ additional hours are due to increased security at the High School.

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(2) Temporary Adult Education Instructor Appointments

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following persons are appointed as Adult Education Instructors for the Glen Cove School District as specified on the attachment. ***(See attachment)***

Course	Week day	Time	Room #	School	Teacher	# of Sess	Start Date
Basics	Friday	5:30 - 7:00	Multi Purpose	Gribbin		8	3/3/15
Keep Income Flowing during Retirement	Monday	7:00 - 9:00	127	High School		1	4/13/15
Advanced Excel	Monday	6:00 - 9:00	Library PC Lab	High School		1	5/18/15
Zumba	Monday	7:15 - 8:15	Upper Gym	Middle School		8	3/2/15
Financial Education for Newlyweds	Monday	6:00 - 7:00	127	High School		1	3/2/15
How to 101 Buying & Selling a Home	Monday	7:00 - 8:00	125	High School		1	3/2/15
Social Media / Social Networking	Monday	7:00 - 9:00	236	High School		5	3/2/15
Microsoft Word: Beyond Basics	Monday / Tuesday	6:00 - 9:00	Library PC Lab	High School		2	4/13, 4/14/15
Intro to Excel	Monday / Tuesday	6:00 - 9:00	Library PC Lab	High School		2	3/16, 3/17/15
Intermediate Excel	Monday / Tuesday	6:00 - 9:00	Library PC Lab	High School		2	5/11, 5/12/15
CPR / AED	Saturday	8:00 - 12:00	127	High School		1	3/7/15
First Aid	Saturday	8:00 - 12:00	127	High School		1	3/28/15
Personal Emergency Preparedness	Saturday	8:00 - 10:00	127	High School		1	4/25/15
Getting Paid to Talk	Thursday	6:30 - 9:00	127	High School		1	3/26/15
Boot Camp / Kickboxing Bundle	Thursday	7:00 - 8:30	Lower Gym	Middle School		8	3/5/15
Life planning for Children with Special Needs	Thursday	7:00 - 9:00	125	High School		1	4/2/15
Learning the Internet	Thursday	7:00 - 9:00	200	High School		2	3/5, 3/12/15
Selling / Buying Online	Thursday	7:00 - 9:00	200	High School		2	3/19, 3/26/15
Pinterest	Thursday	7:00 - 9:00	200	High School		1	4/16/15
Welcome to the MAC	Tuesday	6:00 - 9:00	200	High School		2	4/14, 4/21/15
How to Buy & Use iPad/ iPhone / iPod Touch	Tuesday	6:00 - 9:00	200	High School		1	4/28/15
Welcome to Cloud Computing	Tuesday	6:00 - 9:00	200	High School		1	5/5/15
Elder Care Law and What you Must Know	Tuesday	7:00 - 9:00	131	High School		1	3/24/15
Chair Yoga	Tuesday	6:00 - 7:30	Mini Center	Middle School		8	3/3/15
Gentle Yoga Stretch	Tuesday	7:30 - 8:30	Mini Center	Middle School		8	3/3/15
Fine Cuisine with Chef Jeanine	Tuesday	6:30 - 8:30	The View Grill	The View Grill		3	3/3, 3/10, 3/17/15
Forensic Anthropology	Tuesday	6:30 - 8:30	125	High School		6	3/3/15
Restorative	Tuesday	5:30 - 7:00	Multi Purpose	Gribbin School		8	3/3/15
Tai Chi	Tuesday	6:00 - 7:30	cafeteria	Middle School		8	3/3/15
Social Ball Room Dancing	Tuesday	7:30 - 9:30	Upper Gym	Middle School		8	3/3/15
ABC's of Annuities	Tuesday	6:00 - 7:00	129	High School		1	3/3/15
Living Wills, Health Care Proxy	Tuesday	7:00 - 8:00	131	High School		1	3/3/15
Crochet	Tuesday	6:30 - 8:30	127	High School		8	3/3/15
Poetic Moments	Tuesday	7:30 - 8:30	129	High School		4	3/3, 3/10, 3/17/15
Magic	Wednesday	7:00 - 8:30	131	High School		3	3/18, 3/25, 4/1/15
Meditation	Wednesday	5:00 - 6:00	Multi Purpose	Gribbin School		8	3/5/15 (no class 4/8, 4/15)
Ground to Crown	Wednesday	6:00 - 7:15	Multi Purpose	Gribbin School		8	3/4/15 (no class 4/8, 4/15)
60 Minute Money	Wednesday	7:00 - 8:00	125	High School		1	3/18/15
Rhythm Dancing for Social Occasions	Wednesday	7:30 - 9:30	Upper Gym	Middle School		8	3/4/15
Knitting	Wednesday	6:30 - 8:30	127	High School		8	3/4/15
Residential Landscape Design	Wednesday	6:30 - 8:30	134	High School		6	3/4/15

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(3) Leaves of Absence

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following persons be granted an unpaid leave of absence effective as specified below:

<u>Name</u>	<u>Assign</u>	<u>Effective</u>	<u>End Date</u>
[REDACTED]	Food Service Helper	1/15/15	1/20/15
[REDACTED]	School Monitor	1/26/15	6/26/15

a. Comments

[REDACTED] is requesting an unpaid personal leave of absence.

[REDACTED] is requesting an unpaid personal leave of absence due to an illness in her immediate family.

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(4) Temporary/Substitute Appointments

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following persons be appointed as temporary/substitute employees of the Glen Cove School District for the 2014-2015 school year as specified below:

<u>Name</u>	<u>Title</u>	<u>Assign</u>	<u>Salary</u>	<u>Effective</u>	<u>End Date</u>
██████████	Substitute School Nurse District		\$126/day	1/13/15	6/26/15
	Per Diem Summer	HS	\$11.00/hr.	1/26/15	6/30/15
	Worker (Computer) (up to 60 additional hours as needed)				

a. Comments

██████████ is picking up some of the additional hours that were previously approved for ██████████, who is unable to work them due to his school schedule.