Regular Meeting of Board of Education

3/23/15

Personnel

A: Certified

1 Settlement Agreement between the Glen Cove School District and the Glen Cove Teachers' Association

2 Notice of Tenure

3 Appointment of Part-Time Teacher

   a. Certifications

   b. Comments

4 Appointment of Permanent Substitute Teacher

   a. Certifications

   b. Comments

5 Appointment of High School AP Review Tutors

6 Notice of Request for Catastrophic Leave of Absence

7 Notice of Retirements

8 Notice of Resignation

Regular Meeting of Board of Education

3/23/15

Personnel

B: Classified

1 Memorandum of Agreement (Labor Agreement)

2 Approval for Additional Hours (P/T TV Production Technician)

a. Comments

3 Temporary/Substitute Appointment

4 Leaves of Absence

a. Comments

Glen Cove School District
Regular Meeting of Board of Education
March 23, 2015

Personnel

A: Certified

(1) Settlement Agreement
The Superintendent of Schools recommends that the Board of Education approve the Settlement Agreement between the Glen Cove School District and the Glen Cove Teachers' Association as it pertains to requests for an unpaid day on April 2, 2015. (***See attachment***)

AGREEMENT made this 17 day of March 2015 between the Glen Cove Teachers Association (the "Association") and the Glen Cove City School District (the "District")

WHEREAS, as the result of exceeding the allotted number of snow days, the District has restored the previously designated vacation day of April 2, 2015 as an instructional day; and

WHEREAS, three (3) members of the Association, [redacted], [redacted] and [redacted], submitted written requests seeking an unpaid leave day on April 2, 2015, based upon their possession of non-refundable airline tickets for travel on that date; and

WHEREAS, based upon the desire to avoid labor discord and in the interest of equity and fairness for those unit members with previously purchased non-refundable airline tickets for travel on April 2, 2015, the parties agree as follows:

1. Unit members [redacted], [redacted] and [redacted], who previously purchased non-refundable airline tickets for travel on April 2, 2015, shall be permitted to take an unpaid leave day on April 2, 2015, upon presentation of proof of the non-refundable airline tickets to the Superintendent of Schools and/or her designee upon the execution of this Agreement.

2. The utilization of an unpaid leave day as permitted herein is based upon the unique circumstances surrounding the exhaustion of allotted snow days and the need to schedule a make-up instructional day. Accordingly, nothing contained herein shall infer or imply a contractual right for unit members to receive an unpaid leave day in the future for any reason.

3. Notwithstanding this Agreement, the Association acknowledges that the District expects teachers to be in attendance on day(s) that have been previously designated as "make-up" instructional days. The District reserves the right to take appropriate action against those unit members who continue to schedule travel arrangements on previously scheduled make-up instructional days.

4. The Association agrees that it will file no grievance, arbitration demand, improper practice charge or other claim or cause of action, legal or administrative, in connection with the scheduling of the make-up instructional day, the presentation of proof of non-refundable airline tickets, and the provision to the affected three (3) unit members of an unpaid leave day for April 2, 2015.

5. This agreement may not be cited as past practice or precedent in any subsequent administrative, judicial or arbitral forum.

6. The foregoing represents the full, final and complete understanding of the parties, and may only be amended by a subsequent written agreement.

GLEN COVE TEACHERS ASSOCIATION

Dated: 3/18/15

by: Karen Ferguson
Karen Ferguson, President

GLEN COVE CITY SCHOOL DISTRICT

Dated: 3/17/15

by: Maria L Rianna
Maria L. Rianna, Superintendent

Glen Cove School District
Regular Meeting of Board of Education
March 23, 2015

Personnel

A. Certified

(2) Notice of Tenure

Upon the recommendation of the Superintendent of Schools, be it RESOLVED, that the Board of Education confer tenure to the following educators who are found to be efficient and satisfactory pursuant to Education Law §3012:

Name	Tenure Areas	Tenure Dates
[redacted]	Elementary	9/1/15
	Elementary	9/1/15
	English	9/1/15
	English to Speakers of Other Languages	10/30/15
	Secondary Principal	7/16/15
	Elementary	9/1/15
	Foreign Language	9/1/15
	Elementary	9/1/15
	Secondary Assistant Principal	8/13/15
	Special Education	9/1/15
	Elementary	9/1/15

Glen Cove School District
Regular Meeting of Board of Education
March 23, 2015

Personnel

A. Certified

(3) Appointment of Part-Time Teacher

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following person be appointed as a part-time teacher for the Glen Cove School District as specified below:

Name	Area (s)	Assign	Step	Salary	Effective	End Date
[redacted]	ESL/Science	HS (.2)	BA, step 1 pro.	Contract	3/24/15	6/26/15 or sooner

a. Certifications

Name	Certificate Area	Certificate Type
[redacted]	Biology 7-12	INIT

b. Comments

The additional class is a result of the increased enrollment in ESL 1 students.

Glen Cove School District
Regular Meeting of Board of Education
March 23, 2015

Personnel

A. Certified

(4) Appointment of Permanent Substitute Teacher

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following person be appointed as a Permanent Substitute for the Glen Cove School District as specified below, no benefits:

Name	Assign	Stipend	Effective
[redacted]	HS	$126/day	3/24/15-6/19/15 or sooner

a. Certifications

Name	Certificate Area	Certificate Type
[redacted]	Mathematics 7-12	INIT

b. Comments

[redacted] is replacing [redacted] who resigned in December. She will be covering classes due to teacher absences.

Glen Cove School District
Regular Meeting of Board of Education
March 23, 2015

Personnel

A. Certified

(5) Appointment of High School AP Regents Review Tutors

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following teachers be appointed as Tutors for the High School AP Review, effective on or around 3/24/15 through on or around 5/15/15 as specified below. Salary as per contract.

Name	Subject	# Hours
[redacted]	Biology	15 (3 Saturdays)
	Calculus AB	15
	Calculus BC	15
	Chinese Language and Culture	9
	English Language	15 (6 Saturdays)
	English Literature/Composition	15 (6 Saturdays)
	Italian Language and Culture	10.5
	Physics	15
	Spanish Language and Culture	9
	Spanish Literature and Culture	10.5
	Statistics	15
	US Government and Politics	15 (6 Saturdays)
	US History	15 (6 Saturdays)
	World History	15 (6 Saturdays)

Glen Cove School District
Regular Meeting of Board of Education
March 23, 2015

Personnel

A. Certified

(6) Notice of Request for Catastrophic Leave of Absence

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following person be granted a catastrophic leave of absence effective as specified below: Salary as per contract.

Name	Assign	Effective	End Date
[redacted]	Teacher/HS	4/15/15	6/30/15

Glen Cove School District
Regular Meeting of Board of Education
March 23, 2015

Personnel

A. Certified

(7) Notice of Retirement

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the resignation for the purpose of retirement for the following person be approved as specified below:

Name	Area	Assign	Effective
[redacted]	Science Teacher	HS	6/30/15

Glen Cove School District
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March 23, 2015

Personnel

A. Certified

(8) Notice of Resignation

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the resignation of the following employee of the Glen Cove School District, be approved as specified below:

Name	Title	Assign	Effective
[redacted]	Teaching Assistant	Deasy	3/13/15 (close of business)

Glen Cove School District
Regular Meeting of Board of Education
March 23, 2015

Personnel

B. Classified

(1) Memorandum of Agreement

The Superintendent of Schools recommends that the Board of Education approve the Memorandum of Agreement between the Glen Cove School District and the United Public Service Employee Union Glen Cove Custodial Unit/Operational and Maintenance Employees as it pertains to modifying a portion of Article XIII regarding the differential paid to the position of Working Supervisor (Fields).
(***See attachment***)

MEMORANDUM OF AGREEMENT
BETWEEN
THE GLEN COVE CITY SCHOOL DISTRICT (THE "DISTRICT")
AND
THE UNITED PUBLIC SERVICE EMPLOYEES UNION -
CUSTODIAL UNIT/OPERATIONAL AND MAINTENANCE EMPLOYEES
(THE "UNION")

WHEREAS, the District and the Union are parties to a collective bargaining unit covering the period July 1, 2012 through June 30, 2016 (the "CBA"); and

WHEREAS, the CBA sets forth terms and conditions of employment, including longevity payments and differentials as set forth in Article XIII of the CBA; and

WHEREAS, the parties have agreed to modify a portion of Article XIII regarding the differential paid to the position of Working Supervisor (Fields), and wish to document such modification,

NOW THEREFORE IT IS AGREED AS FOLLOWS:

1. Article XIII, Section 2, paragraph C is hereby modified to read "There shall be a Working Supervisor (Fields) with a $5,000 differential."

2. The remainder of the CBA shall continue unchanged.

This memorandum of agreement is subject to approval by the District's Board of Education at a duly convened public meeting.

Dated: Glen Cove, New York
3/13, 2015

For the Union

For the District

Glen Cove School District
Regular Meeting of Board of Education
March 23, 2015

Personnel

B. Classified

(2) Approval for Additional Hours (P/T TV Production Technician)
Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following TV Production Technician will be approved for additional hours as specified below:

Name		Salary	Effective
[redacted]	up to 4 hrs.	$27.86/hr.	3/19/15 only

a. Comments
[redacted] will be covering the Glen Cove's Got Talent competition sponsored by MPAPA; not to exceed 4 hours.

Glen Cove School District
Regular Meeting of Board of Education
March 23, 2015

Personnel

B. Classified

(3) 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 remainder of the 2014-2015 school year as specified below:

Name	Title	Assign	Salary	Effective	End Date
[redacted]	Instructor	LaFuerza	$32/hr.	6/1/15	6/30/15
	Sub. Cleaner	District	$10.50/hr.	3/24/15	6/30/15 or sooner
[redacted]	Sub. Cleaner	District	$10.50/hr.	3/24/15	6/30/15 or sooner
[redacted]	Instructor	LaFuerza	$32/hr.	3/24/15	6/25/15
	Instructor	LaFuerza	$32/hr.	6/1/15	6/30/15

Glen Cove School District
Regular Meeting of Board of Education
March 23, 2015

Personnel

B. Classified

(4) Leaves of Absence

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

Name	Title	Assign	Effective	End Date
[redacted]	School Monitor	Landing	3/9/15	6/26/15 or sooner
	School Monitor	Middle	5/16/15	5/23/15

a. Comments

[redacted] is requesting an unpaid personal leave of absence due to the birth of her child.
[redacted] is requesting an unpaid personal leave of absence.