AGREEMENT

By and between the

GLEN COVE CITY SCHOOL DISTRICT

and the

UNITED PUBLIC SERVICE EMPLOYEES UNION

GLEN COVE
CUSTODIAL UNIT /OPERATIONAL
AND
MAINTENANCE EMPLOYEES

July 1, 2025 - June 30, 2029



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This Agreement is made and entered into this 1st day of July, 2025, between Glen Cove City School District, Nassau County, New York (hereinafter referred to as the "District") and the United Public Service Employees Union Custodial Unit/Operational and Maintenance Employees Unit (hereinafter referred to as the "Union").

## ARTICLE I - RECOGNITION

**Section 1**

The District recognizes the United Public Service Employees Union as the sole and exclusive unchallenged representative for the maximum period provided by the Civil Service Law for all operational and maintenance employees.

**Section 2**

**A.** Nothing in this section shall preclude presentation of views orally or in writing by any individual employee.

**B.** Employees have the right to join or not to join the Union, but membership in the Union shall not be prerequisite for employment or continuation of employment of any employee.

**Section 3**

The District and the Union recognize that the Board of Education is the legally constituted body responsible for the determination of policies covering all aspects of the Glen Cove Public School System. The Board of Education recognizes that it must operate in accordance with all pertinent statutory provisions of State Laws. The Union recognizes that the Board of Education cannot reduce, negotiate, or delegate its legal responsibilities.

## ARTICLE II - PROCEDURES

**Section 1**

Procedures to be as follows:

**A.** If no challenge exists, the same bargaining agent shall be empowered to negotiate the next contract provided that more than fifty percent (50%) of the employees continue as active members of the Union.

**B.** The negotiating teams of the District and the Union shall be composed of no more than five (5) representatives each.

**C.** Upon the written request of either party, a mutually acceptable meeting date shall be set for not less than fifteen (15) days following such request for the purpose of opening negotiations on the agreement for the ensuing fiscal year(s). All issues proposed for negotiation

shall be submitted in writing by the Union to the District at the first meeting. All subsequent meetings shall be called at times and in a place mutually agreeable to the parties.

**D.** Negotiations shall continue in accordance with the provisions of the Public Employees Fair Employment Act in a good faith effort to reach agreement on the terms and conditions of employment of the employees designated in Article I, Section 1.

**E.** Such negotiations shall include all terms and conditions of employment except those not authorized by law or prohibited by law. Any agreement so negotiated shall apply to all said employees and shall be reduced to writing and signed by the District and the Union.

**F.** During negotiations the District and the Union shall present relevant data, exchange points of view, and make proposals and counter-proposals. The District may make available to the Union for inspection available pertinent budgetary information. Either party may, if it so desires, utilize the services of an outside consultant or may call upon a professional or lay representative to assist in the negotiation at its own expense. Written notice of the attendance of such consultant at a meeting shall be given to the other party at least seventy-two (72) hours in advance of the meeting.

If the negotiations described in Sections D, E and F have reached an impasse, then the New York State Public Employment Relations Board's procedures on impasse shall take hold subject to the Union and the District establishing their own impartial arbitration group by mutual agreement of the parties.

**G.** The District agrees not to negotiate with any groups of operational and maintenance employees other than the Union for the duration of this contract.

**H.** During the period of negotiations prior to agreement, the proceedings of the negotiations shall be kept confidential and shall not be released unless such release has the prior approval of both parties.

## ARTICLE III - NEGOTIATIONS

### Section 1

All matters relating to terms and conditions of employment on which agreement is reached during the bargaining sessions shall be reduced to writing in mutually acceptable language; shall be submitted to the Union and the Board of Education approval; following approval by a majority of the Union membership and by a majority of the District, the agreement shall be submitted to the Board for adoption in the minutes of the Board at a Board of Education meeting.

**Section 2**

Neither the Union nor any employee represented by it shall strike against the District, assist or participate in any such strike, or impose an obligation to conduct, assist or participate in such strike. The term "strike" means any strike or other concerted stoppage of work or slowdown by such employees or Union.

## ARTICLE IV - WORKING CONDITIONS

**Section 1**

Forty (40) hours regular working hours per week for employees designated in Article I, Section 1.

**Section 2**

The Head Custodian in each building shall arrange for an appropriate lunch period of thirty (30) minutes for the day custodians in his/her building.

**Section 3**

The hours of work for the evening shift may begin at 2:00 p.m. or later with an approximate lunch period of one-half (½) hour designated by the Head Custodian or his/her assistant in charge.

**Section 4**

If an employee's regularly scheduled hours are to be changed for the District's convenience, he/she must receive seventy-two (72) hours' written notice and reason for change, except in an emergency. If an emergency, written explanation to be provided within three (3) days after change.

**Section 5**

Time-and-one-half (1½) pay for all overtime work performed by full-time employees beyond eight (8) hours in any given work day.

**A.** The hourly rate of overtime shall be equal to time-and-one-half (1-1/2) of the regular hourly rate of the employee. This includes Saturday.

**B.** Overtime shall be distributed equally among the buildings and shall include maintainers. An overtime log commemorating the rotation will be maintained.

**C.** No overtime will be granted to employees who are absent from work on Monday or Friday; no sick time applies to overtime calculation.

**Section 6**

Time-and-one-half (1½) for any time that is worked on Sundays and legal holidays listed under Article XI, Section 3.

**Section 7**

Any person required to work temporarily out of title for more than fifteen (15) consecutive work days shall be compensated by receiving the pay schedule of the higher paying title on the same step as he/she then enjoys in his/her own title only as long as he/she remains in that job. The increased pay is to take effect from the day of first employment in the higher paying schedule if worked more than fifteen (15) consecutive work days. No extra compensation shall be afforded for fifteen (15) consecutive days or less.

**Section 8**

**A.** It shall be the duty of all personnel to see that all working conditions are safe from unnecessary hazards. Such situations should be reported to the immediate supervisor who will in turn report this condition to the Director of Facilities with a copy to be sent to the Assistant Superintendent and to the building principal.

**B.** It shall be the duty of all personnel to perform their assigned duties to the complete satisfaction of their supervisors.

**C.** Drunkenness or drug usage during working hours, working under the influence of alcohol or drugs or in the possession of alcohol or drugs shall be cause for immediate dismissal.

**D.** The District shall have the right to install time clocks at its option. If and when time clocks are installed in individual buildings, the personnel in that building will be required to use them.

**Section 9**

No employee may be ordered to drive a vehicle which is in any way defective for some operating condition, as determined by the Director of Facilities.

**A.** Defective equipment shall include but not be limited to:

**1.** Faulty brakes

**2.** Defective lights

**3.** Bald tires

**4.** Mirrors, horns, windshields, or any other mechanical failure to deem the vehicle as unsafe for driving use

**5.** Seat belts, spare tire, jack, flares

**Section 10**

Vacation allowances from date of employment:

**A.** After one year of continuous service, a vacation of 10 working days with pay shall be allowed full-time twelve (12) month personnel. After five (5) years of full-time continuous employment, a vacation of fifteen (15) working days with pay shall be allowed twelve (12) month personnel. After ten (10) years of full-time continuous employment, a vacation of twenty (20) working days with pay shall be allowed twelve (12) month personnel. An employee who has started prior to September 1st will be allowed vacation time as if his/her employment dated July 1st.

**B.** Requests for vacations must be made to the Director of Facilities. To the extent practicable, vacations shall be scheduled at the beginning of the school year and may not be changed without the approval of the Director of Facilities. Twelve (12) month employees may take vacation at any time during the school year, with the approval of the Director of Facilities, except that custodial employees shall not be granted vacation requested for the last two (2) weeks of August or the first week of September unless with the approval of the Superintendent of Schools.

**Section 11**

Schools may have an assistant to the Head Custodian on the evening shift and on the day shift if deemed necessary by the Board of Education.

**Section 12**

**A.** Employees will give their immediate superior, or his/her designee, as much advance notice as possible in the event that they must be absent from work or will be late in reporting to work.

**B.** If an employee does not call in or have someone notify his/her superior before his/her starting time that he/she will not be in to work and the reason why, he/she will not be paid for that day.

**Section 13**

**Grievance Procedure**

Definition of a Grievance is a claim by an employee that a provision of the agreement has been violated.

**Step I** - Within five (5) days of the action which is alleged to be a violation of the

agreement, the employee shall present a written grievance to the Director of Facilities which shall specify the nature of the grievance. The Director of Facilities may ask for a meeting with the employee. The Director of Facilities shall render a decision, in writing, within ten (10) work days of the bringing of this grievance, or holding of hearing, whichever is later.

**Step II** - An unsatisfactory decision at Step I may be appealed to the Superintendent of Schools. Such appeal shall again be in writing, accompanied by all prior submissions and decisions and must be taken within five (5) days of the decision appealed from. The Superintendent may call for a conference before himself/herself or his/her designee. The Superintendent or his/her designee shall render a decision within ten (10) work days of the bringing of the appeal or holding of hearing, whichever is later.

**Step III** - In the event the Superintendent's determination is not deemed satisfactory, within ten (10) days of the determination, the dispute may be submitted to arbitration in accordance with the rules and procedures of the PERB.

The arbitrator shall only have power to determine whether there has been a violation of that section of the collective bargaining agreement which has been specified on the submission for arbitration. He/she shall have no power to add to or detract from the collective bargaining agreement. The determination of the arbitrator shall be binding on the parties. The parties shall share equally the costs of the arbitration.

**Section 14**

A. Members of the operational and maintenance staff shall continue to receive three (3) uniforms per employee per year after their first year. Unit employees will receive five (5) uniforms in their first year. The cleaning allowance for uniforms for full-time employees is $75 per year. Employees shall wear these uniforms at all times while on duty. Winter jackets will be provided for head custodians, maintenance staff, grounds crew and cleaners. Foul weather gear will be provided where necessary. Jackets will be replaced as needed.

Additionally, each employee shall be provided a $200 annual payment to defray the cost of cold weather gear. Section 14(A) of this Article shall be obsolete effective July 1, 2022.

B. Effective July 1, 2022, unit employees will receive five (5) uniforms in their first year. Members of the operational and maintenance staff shall continue to receive three (3) uniforms per employee per year after their first year. There shall also be an allowance for cold weather gear and cleaning of uniforms for full-time employees in the amount of $350 per year.

Employees shall wear these uniforms at all times while on duty. Winter jackets will be provided for head custodians, maintenance staff, grounds crew and cleaners. Foul weather gear will be provided where necessary. Jackets will be replaced as needed.

**Section 15**

All unit members who work their full shift when school is closed due to inclement weather shall receive one (1) compensatory day for each day worked, but not to exceed a total of two (2) compensatory days per school year.

## ARTICLE V - PART-TIME EMPLOYEES

A regularly employed part-time employee shall be entitled to the following benefits after one (1) year of satisfactory service:

Each regularly employed part-time employee shall be entitled, during each year of active service in the District, to have three (3) sick days off per year, non-cumulative.

Each regularly employed part-time employee shall be entitled, during each year of active service in the District, to three (3) legal holidays per year with pay (New Year's Day, Christmas and Thanksgiving).

## ARTICLE VI - PROMOTIONS

All openings for promotional positions and for positions paying higher salary differentials shall be posted in every school on bulletin boards and all qualified personnel shall be given the opportunity to make application for such positions. Appointments will be made by the Board upon the recommendation of the Superintendent. On promotion, an employee shall receive a minimum increase of $200.

## ARTICLE VII - PROTECTION OF EMPLOYEES

**Section 1**

All employees described in paragraphs A, B, and C of Section 75 of the Civil Service Law are afforded the protection of said section.

**Section 2**

Seniority shall be based on the date of commencement of continuous employment in the District.

**Section 3**

Employees shall be required to report all cases of assault suffered by employees and/or civil actions filed against them in connection with their employment to the Superintendent of

Schools. The Superintendent of Schools shall acknowledge receipt of such within three days.

## ARTICLE VIII - INSURANCE

### Section 1 - Health Insurance

**A.** Employees shall contribute 20% towards the cost of the health insurance premiums applicable to the employee (individual, family, or domestic partner) for the New York State Health Insurance Plan ("the Plan"), which shall increase to 20.5% effective July 1, 2028 and 21% effective January 1, 2029. The District's cost for such plan may be applied toward GHI or HIP.

**B.** An employee, who after counseling, voluntarily drops health insurance coverage for a period of one (1) year shall receive forty percent (40%) of the health insurance premium in effect on July 1, 2022 saved by the School District for coverage that they held prior to dropping that coverage, to be paid at the end of the year.

It is understood between the parties that in the event the School District agrees with any other bargaining unit to reimburse at a higher percentage, that higher percentage will be applicable to this unit as well, except that all those hired after March 13, 2018 who voluntarily drop health insurance coverage shall receive $1,500 for declination of individual coverage and $3,000 for declination of family coverage. Employees can regain coverage at any time in accordance with the rules of the State Insurance Department.

### Section 2 - Dental Insurance

The District shall provide dental insurance coverage for each employee. The District agrees to contribute up to $62.00 per month per member for either individual or family coverage in the Delta Dental Plan or in the UPSEU Plan upon the election of the unit member. The District has the right to change dental insurance providers in consultation with the Union.

### Section 3 - Disability Insurance

The School District shall provide disability insurance for the employees in this bargaining unit.

## ARTICLE IX - ARMED FORCES SERVICE CREDIT

Personnel who have served in the Armed Forces of the United States shall be entitled to veterans' credits as provided for under the law.

## ARTICLE X - RETIREMENT BENEFITS

The Board shall provide the career retirement plan, Section 75-g of the Retirement and Social Security Law. The Board shall also provide for the option of 41-j to the Retirement System also without cost to employees.

## ARTICLE XI - ABSENCE WITHOUT LOSS OF PAY

**Section 1**

Type of approved absences without loss of pay and limitations for such absences:

**A.** Each regularly employed full-time employee shall be entitled, during each year of active service in the District, to twenty (20) days absence with full salary for the purpose of meeting personal illnesses or obligations. These twenty (20) days per year may be accumulated, if not used, to a maximum of 180 days. Employees hired on or after July 1, 1988 shall receive eighteen (18) days of absence each year, cumulative to 180 days.

**B.** The days accumulated may be used for the following purposes within the limitations and regulations stated:

1. For personal illness - up to the total number of accumulated days, as needed.
2. Days of absence of a personal nature to meet obligations which cannot be met at times other than during a school day - up to two (2) days per year.

**C.** Regulations governing the various leaves above:

1. An employee must file a written request with the building principal and the Director of Facilities at least two days in advance for all personal leaves.
2. Immediate family is defined as employee's spouse, children, mother, father, sister, brother.
3. Days of absence of a personal nature include:
   - **a.** Court and/or governmental agency appearances
   - **b.** Legal affairs and selective service examinations
4. A doctor's note may be required for three or more days of absence, or less than three days if there is an observable pattern of absence and/or the employee has exhausted his/her accumulated sick leave allocation.

   Effective July 1, 2025, the District has the right to request a doctor's note for sick day(s) taken immediately preceding or immediately following a holiday or recess period.

The first time the unit members fails to supply a valid doctor's note, the unit member will be counseled in writing. The second time a unit member fails' to provide a valid doctor's note upon request of the District shall result in either (1) the forfeiting of the leave day(s) plus the day(s) in question being marked as unpaid or (2) the day(s) being marked as unpaid plus a docking of a day's pay for each day of absence, as applicable. Nothing herein precludes the District from seeking greater discipline for such infractions subject to the unit member's individual rights under the Civil Service Law.

**D.** Catastrophic Sick Leave Bank: Unit members may voluntarily donate up to two sick days for the catastrophic illness of an individual employee. Such procedure may be applicable to more than one needful employee. There must be joint agreement between the administration and the union as to the eligibility of the employee. The determination as to eligibility shall not be subject to review by the grievance procedure or in any other forum.

**E.** Payment for Accumulated Sick Leave: All unit members who have accumulated at least sixty (60) sick days at the time of their retirement from the District into the New York State Employees Retirement System shall receive, at the time of retirement, one (1) day's pay for every two (2) days of unused sick leave accumulated. Of the 180 possible days that may be accumulated, only 120 days may be accounted for a maximum of sixty (60) days retirement pay.

**Section 2 - Jury Duty**

Notice of jury duty must be submitted to the school principal, Director of Facilities, or the designated officer.

**Section 3 - Legal and Religious Holidays**

Full-time employees will receive fourteen (14) days. The following fourteen (14) legal and religious holidays will be included in the employee's work calendar. Actual dates are to be determined each year in accordance with the school calendar.

| | |
|---|---|
| Independence Day | New Year's Day |
| Labor Day | Martin Luther King Day |
| Columbus Day | Presidents Day |
| Veterans Day | Good Friday |
| Thanksgiving Day | Additional Day |
| Thanksgiving Friday | Memorial Day |
| Christmas | Juneteenth |

Full-time employees will be given equivalent time off for a paid holiday that falls on a day

when school is in session or on a Saturday.

**Section 4 – Bereavement Leave**

Effective July 1, 2025, upon approval of the Assistant Superintendent for Human Resources, full-time unit members shall be provided with five (5) days absence with pay for each occurrence of death of an immediate family member. The immediate family of an employee shall refer to members of the household, or the employee's domestic partner, mother, father, grandparents, brother or sister-in-law, son or daughter-in-law, mother or father-in-law, son, daughter, brother, sister, or grandchild, if living outside the household. One (1) day shall be provided for each occurrence of the death of an aunt, uncle, niece, nephew, grandparent-in-law, aunt or uncle-in-law, niece or nephew-in-law.

Bereavement days may only be taken within twenty-five (25) days of the date of death provided the employee submits evidence of death to the Assistant Superintendent for Human Resources. This requirement may be waived at the discretion of the Superintendent of Schools, or his/her designee, based on compelling circumstances presented by the employee.

## ARTICLE XII - LEAVES OF ABSENCE

Leave for Personal Health and Family Hardship – Permanent employees are eligible to take leave of absence, without pay, for a maximum period of one year, provided it is not, in any way, detrimental to the school program, upon written request to and approval of employer. The conditions under which a person returns to full-time employment shall be established at the time approval of such leave is granted, such conditions to be at the discretion of the Superintendent of Schools with the approval of the Board of Education.

## ARTICLE XIII - LONGEVITY AND DIFFERENTIALS

**Section 1**

**A.** There shall be a longevity step of $600 after completion of ten (10) years continuous service in the School District. Effective July 1, 2026, the step shall increase to $850.

**B.** There shall be a longevity step of $600 after completion of fifteen (15) years of continuous service in the School District. Effective July 1, 2026, the step shall increase to $850.

**C.** There shall be a longevity step of $600 after completion of twenty (20) years of continuous service in the School District. Effective July 1, 2026, the step shall increase to $850.

**D.** There shall be a longevity step of $600 after completion of twenty-five (25) years of continuous service in the School District. Effective July 1, 2026, the step shall increase to $850.

**E.** There shall be a longevity step of $850 after completion of thirty (30) years of continuous service in the School District. Effective July 1, 2026, the step shall increase to $1,100.

**Section 2**

**A.** There shall be a Night Supervisor at the Middle and High School with a differential as follows:

July 1, 2025: $2,750

July 1, 2026: $2,812

July 1, 2027: $2,868

July 1, 2028 and thereafter: $2,925

The Night Supervisor shall not be eligible for the evening shift differential in subdivision "D" of this Section.

**B.** There shall be a Working Supervisor and a Working Supervisor (Fields) with a differential as follows:

July 1, 2025: $5,250

July 1, 2026: $5,368

July 1, 2027: $5,475

July 1, 2028 and thereafter: $5,585

**C.** There shall be a shift differential for all evening shifts from 2:00 p.m. on. Evening shifts shall run from 2:00 p.m. through 11:30 p.m. with a one-half (½) hour lunch period, unless otherwise directed by the Director of Facilities. The differential is as follows:

July 1, 2025: $1,250

July 1, 2026: $1,278

July 1, 2027: $1,304

July 1, 2028 and thereafter: $1,330

**Section 3**

**A.** Maintenance employees, who are required to use their own automobiles in the performance of their regular duties, shall receive $2,750 per year as compensation for the use of their vehicles and for the cost of gasoline. District employees shall not use gasoline for personal vehicles under any circumstances.

**Section 4**

Employees shall be paid in accordance with District schedules. The Board shall make every

effort, if feasible, to pay employees bi-weekly. Payment will be made via direct deposit as soon as system to do so is put into place by the District. Employees who wish to opt out of direct deposit must do so in writing to the Assistant to the Superintendent for Business. Paychecks will be available if pay day is on a snow day, if feasible. The District has the discretion to change to a twice monthly payroll system.

**Section 5**

Building check-ups are to be made by Head Custodians on Saturdays, Sundays, and designated holidays for a minimum of two (2) check-ups per weekend. When an employee is required to make a building check on the weekend or holidays, said employee shall receive two (2) hours' pay, at the rate of time-and-a-half, on each such occasion. If the Head Custodian cannot conduct a building check-up, he/she will designate the Assistant Head Custodian for the building. If the Assistant Head Custodian declines the assignment or is unavailable, the Head Custodian will designate a custodian from the building.

## ARTICLE XIV - PHYSICAL EXAMINATIONS

The Board of Education reserves the right to have the school physician examine any employee in the District at its discretion.

## ARTICLE XV - TRANSFERS, REASSIGNMENTS AND LAYOFFS

**Section 1**

The Board recognizes that frequent reassignment and/or transfer of employees from one school to another is disruptive to the efficiency of the maintenance of the District and interferes with optimum employee performance. Although the Union also recognizes that some flexibility in regard to employees' transfers must remain with the Administration, a substantial degree of stability must be provided for all employees. Therefore, it is agreed as follows:

**A.** The Superintendent of Schools or his/her designee shall have the ability to make any transfer, from building to building, necessary in the best interests of the School District. In considering such transfer, the Superintendent or his/her designee will first review volunteers, if any, and shall take into consideration seniority, but seniority shall not be a determining factor. The employee subject to transfer and his representative can request a meeting with the Superintendent or his/her designee prior to the effective date of the transfer to discuss such decision. The decision of the Superintendent or his/her designee shall not be arbitrary or capricious. An employee shall

be given seventy-two hours written notice and reason for transfer, reassignment or layoff, circumstances permitting. The Superintendent or his/her designee may take such actions set forth in this provision.

**B.** In the event of a reduction of work force, seniority shall prevail. Part-time employees will be laid off before any full-time employees.

**C.** The Board of Education is to appoint any employee who has passed the Civil Service examination to an opening if one exists in accordance with Civil Service Laws and Regulations.

## ARTICLE XVI - UNION BUSINESS

**Section 1**

Permission may be granted for the use of District facilities for meetings at the discretion of the employer. Such permission may be withdrawn at the discretion of the employer.

**Section 2**

A bulletin board will be reserved in each school for the use of the Union for the purpose of posting material dealing with proper and legitimate Union business.

**Section 3**

The Union may request the use of designated school mail boxes for the purpose of distributing its material.

**Section 4**

Union business shall not interfere with the regular duties of any employee.

**Section 5**

Effective July 1, 2025, the District may release the UPSEU designated Steward for up to two (2) days annually without loss of pay to attend UPSEU training and/or conferences. The Steward must submit a request within twenty-one (21) calendar days of the training and receive approval from the Superintendent of School, or his/her designee. These days are not transferable and shall not accumulate to the next year.

## ARTICLE XVII - DUES DEDUCTIONS

**Section 1**

The Board agrees to deduct from the salaries of its employees dues and insurance premiums or other monies for the Union as said employees individually and voluntarily authorize the Board to deduct and to transmit such monies to the United Public Service Employees Union, 3555

Veterans Memorial Highway, Suite H, Ronkonkoma, NY 11779. Employee authorizations shall be in writing and in a manner consistent with Section 9-3B of the Municipal Law and Chapter 392 of the Laws of 1967.

**Section 2**

Deductions shall be made uniformly and consistently, the schedule of deductions to be determined by the employer.

**Section 3**

Employees shall have the right to payroll deduction of their membership dues as provided for under Chapter 392 of the Laws of 1967.

**Section 4**

The Union assumes full responsibility for the disposition of the funds so deducted once they have been turned over to the Treasurer of the United Public Service Employees Union.

**Section 5**

Upon request annually, the Board shall provide the Union with a list of those employees who have voluntarily authorized the Board to deduct dues for the Union.

**Section 6**

Upon request, the Board shall supply the Union with a table of organization.

## ARTICLE XVIII - MUTUALITY OF OBLIGATION

**Section 1**

In the event that any provision of this Agreement is, or shall at any time be, contrary to law, all other provisions of this agreement shall continue in effect.

**Section 2**

Neither the Board, nor any of its agents, shall at any time seek to violate the principle of the secret ballot signature.

**Section 3**

The School District will maintain a roster of permanent employees available for substitute work at the rate of time-and one-half in accordance with Article IV, Section 5.

**Section 4**

Present administrative procedure regarding the presence of unauthorized personnel on school grounds to be maintained.

## ARTICLE XIX - DURATION

**Section 1**

The provisions of this Agreement shall be effective as of July 1, 2025 and shall remain in full force and effect until June 30, 2029.

**Section 2**

The parties agree that all negotiable items have been discussed during the negotiations leading to this agreement and agree that negotiations will not be reopened on any item, whether contained herein or not, during the life of this agreement.

## ARTICLE XX - SALARY

**Section 1**

Salaries shall be as per the salary schedule annexed hereto as Appendix "A". The salary schedule is based upon the annual percentage increases to the preceding schedule as set forth below.

**Section 2**

The annual percentage increases to the preceding salary schedule for the head custodians as well as all other unit members shall be as follows:

July 1, 2025 – implement the salary schedule annexed hereto as Appendix "A" and placements in accordance with the Memorandum of Agreement dated March 10, 2025 approved by the Board of Education on April 23, 2025.

July 1, 2026 – 2.25% plus step.

July 1, 2027 – 2.0% plus step.

July 1, 2028 – 2.0% plus step.

**Section 3**

Employees hired on or after July 1, 2002, may be granted credit for prior work experience, as determined by the Superintendent or his/her designee. In no event shall a new employee receive a greater salary than a current employee with the same experience in the same position.

**Section 4**

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISIONS OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS

THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seal on the dates below.

**GLEN COVE CITY SCHOOL DISTRICT SCHOOL DISTRICT**

Dr. Maria Rianna
*Superintendent of Schools*

6/10/25
Date

**UPSEU, GLEN COVE CUSTODIAL/OPERATIONAL AND MAINTENANCE EMPLOYEES**

Ralph DiMaggio
*Unit President*

6/10/25
Date

Kevin Boyle
*President, UPSEU*

6/9/2025
Date

## APPENDIX "A"
## SALARY SCHEDULES

| 2025-2026 | | | | | |
|---|---|---|---|---|---|
| **Step** | **CLEANER** | **CUST/GRD** | **HDCUSTEL** | **MAINT.** | **HDCUSTH/M** |
| 1 | 46,053 | 50,481 | 53,825 | 56,282 | 57,233 |
| 2 | 47,053 | 51,481 | 54,825 | 57,282 | 58,233 |
| 3 | 48,053 | 52,481 | 55,825 | 58,282 | 59,233 |
| 4 | 49,053 | 53,481 | 56,825 | 59,282 | 60,233 |
| 5 | 50,053 | 54,481 | 57,825 | 60,282 | 61,233 |
| 6 | 51,053 | 55,481 | 58,825 | 61,282 | 62,233 |
| 7 | 52,053 | 56,481 | 59,825 | 62,282 | 63,233 |
| 8 | 53,053 | 57,481 | 60,825 | 63,282 | 64,233 |
| 9 | 54,053 | 58,481 | 61,825 | 64,282 | 65,233 |
| 10 | 55,053 | 59,481 | 62,825 | 65,282 | 66,233 |
| 11 | 56,053 | 60,481 | 63,825 | 66,282 | 67,233 |
| 12 | 57,053 | 61,481 | 64,825 | 67,282 | 68,233 |
| 13 | 58,053 | 62,481 | 65,825 | 68,282 | 69,233 |
| 14 | 59,053 | 63,481 | 66,825 | 69,282 | 70,233 |
| 15 | 60,053 | 64,481 | 67,825 | 70,282 | 71,233 |
| 16 | 61,053 | 65,481 | 68,825 | 71,282 | 72,233 |
| 17 | 62,053 | 66,481 | 69,825 | 72,282 | 73,233 |
| 18 | 63,053 | 67,481 | 70,825 | 73,282 | 74,233 |
| 19 | 64,053 | 68,481 | 71,825 | 74,282 | 75,233 |
| 20 | 65,053 | 69,481 | 72,825 | 75,282 | 76,233 |
| 21 | 66,053 | 70,481 | 73,825 | 76,282 | 77,233 |
| 22 | 67,053 | 71,481 | 74,825 | 77,282 | 78,233 |
| 23 | 68,053 | 72,481 | 75,825 | 78,282 | 79,233 |
| 24 | 69,053 | 73,481 | 76,825 | 79,282 | 80,233 |
| 25 | 70,053 | 74,481 | 77,825 | 80,282 | 81,233 |

## APPENDIX "A"
## SALARY SCHEDULES

| 2026-2027 | | | | | |
|---|---|---|---|---|---|
| **Step** | **CLEANER** | **CUST/GRD** | **HDCUSTEL** | **MAINT.** | **HDCUSTH/M** |
| 1 | 47,089 | 51,617 | 55,036 | 57,548 | 58,521 |
| 2 | 48,112 | 52,639 | 56,059 | 58,570 | 59,543 |
| 3 | 49,134 | 53,662 | 57,081 | 59,593 | 60,566 |
| 4 | 50,157 | 54,684 | 58,104 | 60,615 | 61,588 |
| 5 | 51,179 | 55,707 | 59,126 | 61,638 | 62,611 |
| 6 | 52,202 | 56,729 | 60,149 | 62,660 | 63,633 |
| 7 | 53,224 | 57,752 | 61,171 | 63,683 | 64,656 |
| 8 | 54,247 | 58,774 | 62,194 | 64,705 | 65,678 |
| 9 | 55,269 | 59,797 | 63,216 | 65,728 | 66,701 |
| 10 | 56,292 | 60,819 | 64,239 | 66,750 | 67,723 |
| 11 | 57,314 | 61,842 | 65,261 | 67,773 | 68,746 |
| 12 | 58,337 | 62,864 | 66,284 | 68,795 | 69,768 |
| 13 | 59,359 | 63,887 | 67,306 | 69,818 | 70,791 |
| 14 | 60,382 | 64,909 | 68,329 | 70,840 | 71,813 |
| 15 | 61,404 | 65,932 | 69,351 | 71,863 | 72,836 |
| 16 | 62,427 | 66,954 | 70,374 | 72,885 | 73,858 |
| 17 | 63,449 | 67,977 | 71,396 | 73,908 | 74,881 |
| 18 | 64,472 | 68,999 | 72,419 | 74,930 | 75,903 |
| 19 | 65,494 | 70,022 | 73,441 | 75,953 | 76,926 |
| 20 | 66,517 | 71,044 | 74,464 | 76,975 | 77,948 |
| 21 | 67,539 | 72,067 | 75,486 | 77,998 | 78,971 |
| 22 | 68,562 | 73,089 | 76,509 | 79,020 | 79,993 |
| 23 | 69,584 | 74,112 | 77,531 | 80,043 | 81,016 |
| 24 | 70,607 | 75,134 | 78,554 | 81,065 | 82,038 |
| 25 | 71,629 | 76,157 | 79,576 | 82,088 | 83,061 |

## APPENDIX "A"
## SALARY SCHEDULES

| 2027-2028 | | | | | |
|---|---|---|---|---|---|
| **Step** | **CLEANER** | **CUST/GRD** | **HDCUSTEL** | **MAINT.** | **HDCUSTH/M** |
| 1 | 48,031 | 52,649 | 56,137 | 58,699 | 59,691 |
| 2 | 49,074 | 53,692 | 57,180 | 59,742 | 60,734 |
| 3 | 50,117 | 54,735 | 58,223 | 60,785 | 61,777 |
| 4 | 51,160 | 55,778 | 59,266 | 61,828 | 62,820 |
| 5 | 52,203 | 56,821 | 60,309 | 62,871 | 63,863 |
| 6 | 53,246 | 57,864 | 61,352 | 63,914 | 64,906 |
| 7 | 54,289 | 58,907 | 62,395 | 64,957 | 65,949 |
| 8 | 55,332 | 59,950 | 63,438 | 66,000 | 66,992 |
| 9 | 56,375 | 60,993 | 64,481 | 67,042 | 68,035 |
| 10 | 57,418 | 62,036 | 65,524 | 68,085 | 69,078 |
| 11 | 58,460 | 63,078 | 66,567 | 69,128 | 70,121 |
| 12 | 59,503 | 64,121 | 67,610 | 70,171 | 71,164 |
| 13 | 60,546 | 65,164 | 68,653 | 71,214 | 72,207 |
| 14 | 61,589 | 66,207 | 69,696 | 72,257 | 73,250 |
| 15 | 62,632 | 67,250 | 70,739 | 73,300 | 74,293 |
| 16 | 63,675 | 68,293 | 71,781 | 74,343 | 75,336 |
| 17 | 64,718 | 69,336 | 72,824 | 75,386 | 76,379 |
| 18 | 65,761 | 70,379 | 73,867 | 76,429 | 77,422 |
| 19 | 66,804 | 71,422 | 74,910 | 77,472 | 78,464 |
| 20 | 67,847 | 72,465 | 75,953 | 78,515 | 79,507 |
| 21 | 68,890 | 73,508 | 76,996 | 79,558 | 80,550 |
| 22 | 69,933 | 74,551 | 78,039 | 80,601 | 81,593 |
| 23 | 70,976 | 75,594 | 79,082 | 81,644 | 82,636 |
| 24 | 72,019 | 76,637 | 80,125 | 82,687 | 83,679 |
| 25 | 73,062 | 77,680 | 81,168 | 83,730 | 84,722 |

## APPENDIX "A"
## SALARY SCHEDULES

| 2028-2029 | | | | | |
|---|---|---|---|---|---|
| **Step** | **CLEANER** | **CUST/GRD** | **HDCUSTEL** | **MAINT.** | **HDCUSTH/M** |
| 1 | 48,992 | 53,702 | 57,260 | 59,873 | 60,885 |
| 2 | 50,055 | 54,766 | 58,324 | 60,937 | 61,949 |
| 3 | 51,119 | 55,830 | 59,388 | 62,000 | 63,013 |
| 4 | 52,183 | 56,893 | 60,451 | 63,064 | 64,077 |
| 5 | 53,247 | 57,957 | 61,515 | 64,128 | 65,140 |
| 6 | 54,311 | 59,021 | 62,579 | 65,192 | 66,204 |
| 7 | 55,374 | 60,085 | 63,643 | 66,256 | 67,268 |
| 8 | 56,438 | 61,149 | 64,707 | 67,319 | 68,332 |
| 9 | 57,502 | 62,212 | 65,770 | 68,383 | 69,396 |
| 10 | 58,566 | 63,276 | 66,834 | 69,447 | 70,459 |
| 11 | 59,630 | 64,340 | 67,898 | 70,511 | 71,523 |
| 12 | 60,693 | 65,404 | 68,962 | 71,575 | 72,587 |
| 13 | 61,757 | 66,468 | 70,026 | 72,639 | 73,651 |
| 14 | 62,821 | 67,531 | 71,089 | 73,702 | 74,715 |
| 15 | 63,885 | 68,595 | 72,153 | 74,766 | 75,779 |
| 16 | 64,949 | 69,659 | 73,217 | 75,830 | 76,842 |
| 17 | 66,013 | 70,723 | 74,281 | 76,894 | 77,906 |
| 18 | 67,076 | 71,787 | 75,345 | 77,958 | 78,970 |
| 19 | 68,140 | 72,851 | 76,409 | 79,021 | 80,034 |
| 20 | 69,204 | 73,914 | 77,472 | 80,085 | 81,098 |
| 21 | 70,268 | 74,978 | 78,536 | 81,149 | 82,161 |
| 22 | 71,332 | 76,042 | 79,600 | 82,213 | 83,225 |
| 23 | 72,395 | 77,106 | 80,664 | 83,277 | 84,289 |
| 24 | 73,459 | 78,170 | 81,728 | 84,340 | 85,353 |
| 25 | 74,523 | 79,233 | 82,791 | 85,404 | 86,417 |