AGREEMENT BETWEEN

GLEN COVE CITY SCHOOL DISTRICT

and

GLEN COVE EDUCATIONAL ADMINISTRATORS' ASSOCIATION

For the period July 1, 2023 through June 30, 2026

This Agreement is made and entered into this ___ day of _____ 2025 between the GLEN COVE CITY SCHOOL DISTRICT ("District'), as represented by the Board of Education of the Glen Cove City School District ("Board"), Nassau County, New York and the GLEN COVE EDUCATIONAL ADMINISTRATORS' ASSOCIATION ("Association").

PREAMBLE

The Glen Cove Educational Administrators Association acknowledges that the Association and the District both have an overriding mutuality of interest in the desire to achieve the finest possible education, consistent with the aspirations of the community, for the children of Glen Cove. It is agreed that this desire is best advanced in an atmosphere of harmony and a cooperative relationship between the Association and the District. It is toward this end, with mutual respect for the rights, responsibilities and duties of each other, that this agreement has been mutually accepted by the parties.

RECOGNITION

The District recognizes the Association for purposes of collective negotiations and agrees to negotiate with said Association as the exclusive representative of all Administrative and Supervisory personnel, including all Principals, Assistant Principals, Directors, Deans, Administrative Assistants, Coordinators, and Department Heads, with respect to salaries, wages, hours and other terms and conditions of employment and in the resolution of grievances arising thereunder.

ARTICLE I: ASSOCIATION AND DISTRICT RIGHTS:

A. It is agreed that the District will make available to the Association any information which is needed to develop proposals when such information is of a public nature and is not personal, confidential or privileged. Advance notice of at least one (1) week must be given for all requests for data to be made available at the District level.

B. The Superintendent or his/her designee, and representatives of the Association shall meet when necessary to discuss matters relating to the implementation of this contract. The agenda will be drawn up by the Superintendent and the president of the Association at least one (1) day in advance of meetings. Under no circumstances will these meetings be used to negotiate or renegotiate the terms of the Agreement. Nor will such meetings substitute for or replace any administrative and/or curriculum meetings scheduled throughout the year.

C. Unless otherwise mutually agreed upon, the parties will enter into negotiations for a successor agreement no later than the 15th day of March. Negotiations for a new contract may be initiated at the written request of either the District or the Association. The meeting date and time shall be mutually agreed upon.

ARTICLE II: EDUCATIONAL POLICY:

The District agrees that the Association will be informed of the content of tentative agreements with the Glen Cove Teachers Association or other employee groups, which agreements may affect the ability of members of the Association to carry out their professional responsibilities as defined by law, by regulations of the Commissioner of Education or by policies of the Board of Education and that the appropriate representative of the Association will have the opportunity to react and influence the agreement prior to its final adoption.

The Association is particularly interested in being involved in agreements that relate to the following areas:

Instruction or curriculum
Textbooks and other instructional materials
Supervision
Evaluation of pupils
Teacher assignments
Teacher promotions
Teacher evaluations
Grouping of children
Strategies and methodologies of instruction
Clerical and teacher aides.

ARTICLE III: AVAILABILITY OF ADMINISTRATIVE AND SUPERVISORY PERSONNEL:

The parties agree that the employees covered by this agreement fall into three separate work year categories:

a) The ten month employee;
b) The ten and one-half month employee;
c) The eleven month employee.

The ten month employee will work from September 1 to June 30 each school year.

The ten and one-half month employee will commence work on September 1 each school year and will work five (5) working days beyond June 30 of each school year and will also work the last five (5) working days before September 1 of each school year.

The eleven month employee will commence work on September 1 each school year and will work five (5) working days beyond June 30 of each school year and will also work the last five (5) working days before September 1 of each school year. In addition thereto, the eleven month employee will work any ten (10) consecutive working days during the summer recess that he/she chooses and must notify the Superintendent of Schools of his/her choice of days no later than June 1 of each school year.

Effective July 1, 2005, the science coordinator position will be extended to 11 months.

As of July 1, 1998, administrators covered by this agreement will work two (2) additional workdays, one as selected by the administrator during the summer period from July 1 to August 30 and the other on a mutually acceptable day at the beginning or end of a vacation period that would not impact upon a weekend.

The Superintendent may request an administrator to work extra days over the Summer, or consider the request of an administrator for extra Summer work days. Any such days approved by the Superintendent shall be compensated at the per diem rate.

ARTICLE IV: TEACHING ASSIGNMENTS FOR COORDINATORS AND CHAIRPERSONS:

The teaching load of Coordinators shall not exceed one class (five periods a week) and that of chairpersons shall not exceed two classes (10 periods a week).

ARTICLE V: FRINGE BENEFITS:

1. Sick Leave: Members who have been granted tenure - 15 days per school year for personal illness.*

   Probationers- 10 days per school year for personal illness. (see below)

   Sick leave may be accumulated to a total of 220 days

*Except as to probationary members for whom there will be an allowance of ten (10) days sick leave per year during the probationary years. However, upon becoming tenured, the probationary member will receive five (5) days per year not initially allowed to him/her for each probationary year. This will be credited to such member in the same fashion as sick leave granted to tenured members. If an employee during the probationary period suffers an incapacity by sickness or accident and has used up all accrued sick leave, said employee may request the District, after verification of the employee's incapacity by a physician selected by the District, or any other corroboration that the District may require, to grant such member the five (5) days additional sick leave withheld for each year of service during the probationary period. An employee who is absent on sick leave longer than two (2) consecutive days shall be required to provide medical documentation.

When absence is the result of injury incurred while in the performance of duty, those dates of absence shall not be deducted from the member's cumulative sick leave for a period of two (2) years from the date of initial absence. When a member is paid his/her regular salary during the absence caused by injury while in the performance of duty, the District shall be entitled to receive any sums that the member shall be entitled to receive as compensation for such absences under the Workers' Compensation Insurance Law. In the event the District receives reimbursement under the Workers' Compensation Insurance Law for any period of time subsequent to the two (2) year period, the District shall restore to

the member's sick leave accumulation the number of days of absence or parts thereof equivalent to the reimbursement (e.g., member's average per salary equals $100.00 and reimbursement from Workers Compensation for member one day is $50.00, one-half day of sick leave shall be restored to the member's sick leave accumulation).

Personal Leave:

Three (3) absences (whether for full or part days) shall be allowed for personal reasons without loss of pay, subject to the approval of the Superintendent. Such reasons might be defined as "legal affairs," "house closing," "commencements," or other ceremonies within the immediate family. This provision is intended to help staff members meet personal emergencies and are in no way to be interpreted as days of absence due the employee. A staff member wishing a personal absence will present the request to the Superintendent on the form mutually approved by the District and the Association as far in advance as possible. The excused absence will then be noted on the payroll as authorized without deduction. The attached form shall be used in connection with request for personal leave. Members may convert unused personal days to sick days. Personal leave may not be taken contiguous to a weekend, holiday or recess period or break period without the specific approval of the Superintendent of Schools. In addition, personal leave may be taken in one-half (1/2) day increments.

2. Illness or Death in Family:

A. In addition to leave for personal illness, the employee will be allowed absence with full pay for serious illness or accident in the immediate family not to exceed eight (8) days annually. Such days, if used, will be deducted from the sick leave allowance provided employees under Section 1, Sick Leave, above. Individuals belonging to the immediate family are defined as: husband, wife, mother, father, child sister or brother. A physician's certificate may be required at the discretion of the Superintendent or the Assistant Superintendent for Human Resources when such family illness absences exceed more than two (2) consecutive school days.

B. In the death of a member of the immediate family who are defined as husband, wife, mother, father, child, sister, or brother, or death of a father-in-law or mother-in-law, the employee shall be allowed a leave of absence not to exceed five (5) days. This leave is exclusive of allowance for employee's personal disability and illness, or illness or accident in the immediate family.

C. In case of death of a relative of the second degree - aunt, uncle, niece, nephew, cousin, or in-law- a leave of absence of one (1) day with full pay will be allowed. Effective July 1, 2008, in case of the death of a grandparent, a leave of absence of two (2) days with full pay will be allowed. These leaves are exclusive of the allowances mentioned above.

3. Military Service:

A. Time for military service will be granted to those administrators for the years they

served the U.S. Government after they began service as an administrator.

B. Administration shall be given full credit for their military service, ordinarily not to include more than four (4) years of experience, or provided that such service has not already been credited as experience and recompensed by an adjustment on the salary steps. All service is to be applied for and proven by the candidate before acceptance by the Board of Education.

C. Administrators who leave the District for military service and who return to the District shall be given full credit for member service in the District for the duration of such duty.

4. Terminal Leave Pay:

A. Retirement Incentive

Any member who retires in the first year of eligibility, shall be paid for sixty (60%) percent of the member's accumulated sick leave, not to exceed two hundred and twenty (220) days. Eligibility for retirement shall be defined as the first year that the member is eligible to retire without penalty under the New York State Teachers Retirement System. In order to be eligible for this benefit, a member must have been employed for at least fifteen (15) years by the Glen Cove School District at the time of retirement.

Eligibility for a retirement incentive will require a member to submit an irrevocable letter of resignation by March 1st of the school year in which such retirement is to be effective.

B. Attendance Incentive

A member who has not taken advantage of the retirement incentive provided by this Agreement may be eligible for an attendance incentive. A member who retires under the New York State Teachers Retirement System with an accumulation of two hundred and twenty (220) sick days, shall be eligible for the attendance incentive. In order to be eligible for this benefit, a member must have been employed for at least fifteen (15) years by the Glen Cove School District at the time of retirement. In order to determine eligibility, a member with less than two hundred and twenty (220) accumulated sick days, may add in the number of sick days used in the member's worst year of attendance, solely for the purpose of determining eligibility. Those days so added shall not be for compensation. A member who qualifies for this incentive, shall be paid thirty (30%) percent of the accumulated sick days up to two hundred and twenty (220) days.

A member retiring at the conclusion of the 1997-98 school year and thereafter, absent for fifteen (15) days or less, during the last five (5) school years of employment, shall receive an additional twenty (20%) percent; fifteen (15%) percent additional if absent twenty (20) or less days; ten (10%) percent additional if absent twenty-five (25) or less days.

Members' absences from school for field trips, jury duty, death in the immediate family, subpoena, military service, approved unpaid leaves of absence, approved conferences, and other District required absences shall not be considered as absences for this benefit.

C. IRC Section 403-b Retirement and Attendance Incentive Plans

Beginning June 23, 2008, any member, in the first year of eligibility, who provides, or has prior to June 23, 2008, any member, in the first year of eligibility, who provides, or has prior to June 23, 2008 provided a written irrevocable letter of resignation for the purposes of ordinary service retirement no later than March 1st of the school year of such retirement, shall receive a Retirement Incentive, as described in Section A above. A non-elective, non-discretionary employer contribution of accumulated unused sick leave, not to exceed two hundred and twenty (220) days, shall be deposited to the account established under Section 403(b) of the Internal Revenue Code of 1986, as amended (the "Code") of such eligible retiring member upon the terms and conditions of this paragraph, and Section A above. Beginning June 23, 2008, should an eligible retiring member elect the Attendance Incentive, as described in Section B above, a non-elective, non-discretionary employer contribution, as herein above described, shall be deposited to the account established under the Code Section 40 3(b) account of such eligible retiring member. In order to be eligible for either of these benefits, a member must have been employed for at least fifteen (15) years by the Glen Cove School District at the time of retirement.

Following Board of Education acceptance of the resignation, and prior to making of the contribution, the member shall provide the District with a copy of his/her application to the New York State Teachers Retirement System ("TRS") for retirement.

No later than thirty (30) days after the effective date of the member's retirement, the District shall make an employer non-elective, non-discretionary contribution of the Retirement Incentive or the Attendance Incentive to the Code Section 403(b)(3) for the year in which such contribution is made. If any portion of the Retirement Incentive or the Attendance Incentive remains after the District (employer) non-elective, non-discretionary contribution, the remaining balance, if any, shall be paid to the eligible retiring member as compensation in a lump sum no later than thirty (30) days of the effective date of retirement. Under no circumstances, other than as specifically provided herein, shall any retiring member or his or her estate, be entitled to receive the Retirement Incentive or Attendance Incentive in cash and the right to receive such benefit shall be governed by the terms and conditions of this paragraph.

The non-elective employer contributions, as specified above, shall be contributed to such Code Section 403(b) account as may be selected by an eligible retiring member to receive employer contributions pursuant to all of the terms specified herein. If a member does not designate a Code Section 403 (b) account, or if the account so designed will not accept an employer non-elective contribution for any reason, then the District shall deposit the contribution, in the name of the eligible retiring member, into an account established

with a Code Section 403(b) provider that will accept the contribution. Each eligible member or retired member shall notify the District in writing of the total elective contributions, if any, made by such individual to any Code Section 403(b) account, other than with respect to contributions made as an employee or former employee of the District, for any plan year in which a District contribution is to be made. Such notification shall be provided no later than thirty (30) days prior to the required date of contribution.

The Association acknowledges that the District has made no representation to the Association or its members as to the position of the Internal Revenue Service (IRS) or the Courts regarding the taxability or tax-deferred nature of the non-- elective employer contribution provided hereunder or as to the position of the TRS regarding whether these contributions will be included in the member's final average salary (FAS). The District shall fulfill any applicable legal obligations in processing and reporting these contributions to the TRS. In this regard, the Association and its members shall be responsible for their own liabilities to the extent that the Internal Revenue Service, the Courts or the TRS either re- characterizes or denies the intended treatment or characterization of the contribution and further, shall hold the District harmless if either of such events shall occur.

D. Should a retired eligible member die subsequent to the effective date of retirement under paragraph C above but prior to actual contribution to the retired member's 403(b) account by the District of the employer non-elective contribution required under such paragraph, the District shall nevertheless be required to make a final non-elective employer contribution attributable to the Attendance Incentive to the former retired eligible member's 403(b) account, in the year of death under the terms of this provision to the deceased retired eligible member's 403(b) account, in accordance with the provision contained in Treasury Regulation Sections 1.403(b)-4(d)(1) and (2), Example 3 and subject to the limitations of Code Section 415 (c). Other than as specifically provided herein, no additional contributions shall be made to the retired eligible members' 403(b) account and no payments shall be made to the estate of the terminated or retired eligible member or to his or her beneficiaries.

Other than as provided herein, no portion of the benefit shall be payable in cash, and the value of such benefit shall be contributed on behalf of the eligible retiring member to the District's 403 (b) plan in accordance with principles of IRS Revenue Ruling 2009-32, to the extent the contribution (in combination with other Annual additions) does not exceed the applicable limitation under Internal Revenue Code section 415(c). Under the District's 403(b) plan, such contributions are in addition to employee elective contributions under the plan and shall be treated as non-elective contributions.

5. Insurance Coverages:

A. Health Insurance

The District has agreed to provide health care insurance as a participating municipality in the NYSHIP program provided by the State of New York. This current plan is the NYSHIP

Empire Core Plus Enhancement Plan. Employees shall contribute 22% toward the cost of health insurance premiums.

Notwithstanding the foregoing, a unit member hired with an effective date of February 1, 2016 and thereafter shall contribute 23% towards health insurance premiums.

Effective July 1, 2024, current unit members shall contribute 1% less towards health insurance premiums as compared to the premium rate they are currently paying. Unit members hired with an effective date of July 1, 2024 and beyond, shall be required to contribute 23% towards health insurance premiums.

Subject to the terms of the Memorandum of Agreement to which this is annexed, any employee who is entitled to family health coverage under the District's plan, and who is covered by an insurance plan of a spouse, may voluntarily forego all coverage under the District plan and, at the end of each full year, shall be paid $9,060. However, a unit member with an effective hire date of July 1, 2021 and thereafter, who opts out of health insurance coverage shall receive an annual payment of $4,000.

An employee may resume District coverage at any time in accordance with the requirements of the insurance carrier.

The District may seek a new provider of health insurance as an alternative to the health insurance plan for employees of local governments in New York State, herein referred as the "STATE" plan. Any alternative plan would provide comparable coverage to the "STATE" plan with no significant reduction in benefits or provisions.

Should the District elect to adopt a new health insurance plan in place of the "STATE" plan, the members of the Association will receive a copy of the provisions and benefits of the new plan no less than sixty calendar days prior to the adoption of the plan. The individual members of the Association may choose either the "STATE" plan or the alternative plan. Should one or both of the carriers not be willing to permit members of the Association such choice, then the "STATE" plan will remain in full force and effect, and the percentage of such coverage paid for by the District will be the same as the percentage paid for by the District for the teachers. Should such choice be allowed, the District will pay the cost of the alternative plan, and members electing to keep the "STATE" plan will pay any difference in cost between the "STATE" plan and the alternative plan.

If no alternative plan is presented, the members of the Association will continue to receive the same health insurance offered to the teachers, and the percentage of such coverage paid for by the District will be the same as the percentage paid for by the District for the teachers.

B. Retiree Health Insurance

To be eligible for health insurance benefits in retirement, an employee must have completed at least ten (10) years of service in the District and have retired under the New York State Teachers Retirement System. The District agrees to continue through retirement the same level of employer contribution which is paid during the employee's active service. The District will execute an individual contract with the employee upon retirement to memorialize this benefit. (Appendix B - Retiree Health Insurance)

C. The District will establish appropriate IRS Section 125 salary reduction plans for unreimbursed medical expenses, dependent care expenses, vision and prescription drug expenses and any other expenses permitted by law to be included in a Section 125 plan.

D. Dental Insurance

The District shall provide dental insurance coverage. For the term of this Agreement, the District agrees to contribute $62.00 per month per member for either individual or family coverage in the Delta Dental Plan.

E. Life Insurance

The District shall provide each unit member with $50,000 of group term life insurance coverage.

ARTICLE VI: SICK LEAVE BANK:

A sick leave bank shall be established. It shall be funded by a deduction of 2 sick days per administrator in the first year of the contract and 1 day per administrator in the second year. The parties will work out the procedures for the sick leave bank, which will include a joint approval process by a committee consisting of an equal number of Association and central office administrators, submission of appropriate medical documentation and the ability to assess additional days should the need arise.

ARTICLE VII: ADMINISTRATOR FILES:

Official Administrator files shall be maintained under the following conditions:

1. No material critical of an Administrator shall be placed in the file unless the Administrator shall first have an opportunity to read the material, except material of a privileged or confidential nature (e.g., references). The Administrator shall acknowledge that he/she has read such material by affixing his/her signature to the file copy. The signature shall indicate that he/she has read the material to be filed and shall not necessarily indicate agreement with its content.

2. The Administrator shall have the right to respond in writing within thirty (30) days to any material filed, and his/her response shall be attached to the file copy.

3. Upon request of the Administrator, he/she shall be permitted to examine the contents of his/her file. The examination shall be made in the presence of the person responsible for safekeeping the file. Privileged or confidential information relating to an Administrator's past employment or schooling will not be subject to such examination.

4. No persons other than the administrator's supervisors, the Board of Education or the duly delegated representative thereof, shall examine the Administrator's file.

ARTICLE VIII: GRIEVANCE PROCEDURE:

A. Definitions

1. A "Grievance" shall mean any claimed violation, misinterpretation or inequitable application of the terms of this contract and the policy of the District, excepting any matter which is prohibited by law from being administered hereunder (matters within the exclusive jurisdiction of Commissioner of Education).

2. An "Aggrieved Person" is the person or persons making the claim.

B. Purpose

It is the declared objective of the parties to encourage the prompt and informal resolution of employee complaints as they arise and to provide recourse to orderly procedures for the satisfactory adjustments of complaints.

C. General Principles

1. The failure of an aggrieved person to proceed to the next step within the time limits set forth shall be deemed to be an acceptance of the decision previously rendered and shall constitute a waiver of any future appeal concerning the particular grievance. Provided, however, in the event new facts are obtained which were not previously known to him/her which, if they had been known, might have influenced the disposition of the grievance, the presentation of such information to the parties in interest shall constitute grounds to reopen the grievance procedure at that level at which it has been terminated. Provided, further, in the event a decision has been rendered in a grievance and a decision has not be implemented or has been violated, the presentation of such evidence to the parties in interest shall constitute grounds to reopen the grievance at the level at which it has been terminated. Such new evidence must be presented within one year from the last determination.

At any level, the failure of the Board to communicate without reasonable cause its decision to the Administrator within the specified time limits shall permit the Administrator and/or the Administrator Representative to proceed to the next level.

2. Any party in interest may be represented at all stages of the grievance procedure by a person of his/her own choosing including a representative of the Glen Cove Educational Administrators Association. When an Administrator is not represented by the

Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure providing the grievant consents and so requests.

D. General Procedure

Since it is important that grievance be processed as rapidly as possible, the number of days permitted to any party at any step should be considered a maximum, and every effort should be made to expedite all procedures hereafter described.

1. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents will be jointly prepared. The School Administration shall then print appropriate supplies of such documents and give them appropriate distribution so as to facilitate operation of the grievance procedure.

2. Decisions rendered at each step of the grievance procedure shall be in writing setting forth the decision and the supporting reasons therefore and will be promptly transmitted to the aggrieved person.

3. Processing of grievance shall take place at the mutual convenience of the parties concerned.

4. Both parties agree that proceedings under this article shall be confidential.

5. Since a grievance, filed on or after June 1, if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the Board represents that it has adequate staff during the summer recess period to handle all grievances in normal course.

LEVEL 1: SUPERINTENDENT AND/OR HIS/HER DESIGNEE

An administrator with a grievance will first submit same in writing to the Superintendent and/or designee, either directly or through his/her representative. If the Administrator submits the grievance through his/her representative, the Administrator must also be present during the discussion of the grievance at this and every other step. Within five (5) school days after the written grievance is submitted to him/her the Superintendent and/or designee, shall render a decision thereon.

LEVEL 2: BOARD OF EDUCATION

If the aggrieved person is not satisfied with the disposition of his/her grievance at Level 1, or if no decision has been rendered within five (5) school days after presentation of the grievance, he/she may file the grievance, in writing, with the Board of Education.

LEVEL 3: BINDING ARBITRATION

A. If the aggrieved person is not satisfied with the disposition of his/her grievance at Level 2, or if no decision has been rendered within five (5) school days after presentation of the grievance, the party initiating the grievance shall request the American Arbitration Association to submit a panel of arbitrators. From this panel, the parties shall mutually agree upon a single arbitrator. In the event that the parties shall be unable to select an arbitrator from the panel submitted by the American Arbitration Association, they shall request the American Arbitration Association to select an arbitrator and such selection shall be binding upon the parties. Said arbitrator shall utilize the procedural guidelines promulgated by the American Arbitration Association in disposing of the grievance.

B. The cost for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel and subsistence expenses, will be borne equally by the parties.

ARTICLE IX: SALARY AND EVALUATION PLAN:

1. The Salary Schedules are attached hereto and reflect the following adjustments:

2023/2024

The salary schedule for the 2023/2024 school year shall be created by increasing the salary schedule for the 2022/2023 school year by 2.00%. Regular increment shall be provided.

2024/2025

The salary schedule for the 2024/2025 school year shall be created by increasing the salary schedule for the 2023/2024school year by 2.00%. Regular increment shall be provided.

2025/2026

The salary schedule for the 2025/2026 school year shall be created by increasing the salary schedule for the 2024/2025 school year by2.00%. Regular increment shall be provided.

2. An additional payment of the greater of the following two amounts as applicable will be added to the indexed salary:

   a. A longevity payment of $1,250 for GCEAA members with 15 or more years of service in the district in any capacity; an additional $750 (total of $2,000) for twenty or more years of service, and an additional $1,000 (total of $3,000) for 25 years of service in the District (the 25 year longevity milestone shall be added to the base salary).

OR

b. A payment of $2,000 for an earned doctorate degree.

3. The following schedule and format will be followed in the evaluation process:

a. July 1 – October 15. A meeting will take place with the Superintendent or his/her designee and the administrator for the joint development of written goals, based upon the District goals and discussion of areas of emphasis and/or concern for the school year.

b. There will be a continuous formative evaluation and feedback through the school year. Conferences will occur throughout the school year with the Superintendent or his/her designee.

c. If a serious problem in performance should arise that could cause a negative final evaluation, a written memo will be provided by the Superintendent or his/her designee stating the problem and providing direction for remedying the problem, if possible.

d. On or about June 30 a final written evaluation will be made. The criteria for this evaluation will be as set forth in Exhibit A.

e. Administrators who are to be denied tenure shall be notified no later than April 1st of the year of tenure or four months prior to the effective date of the tenure if the tenure date is other than July 1st.

f. It is expressly understood that the failure of the District to follow each step of the evaluation process as outlined in this Article and/or in Appendix A of the agreement, shall not be a basis to overturn a BOE decision to deny a unit member tenure, or to overturn a decision to terminate a member's probationary term provided documentation exists detailing the areas of concern with sufficient notice and the opportunity to correct such deficiencies. It is also understood that if the conditions above are satisfied, a BOE decision to deny tenure or to terminate a unit member before he/she acquires tenure is not subject to the grievance procedures in Article VIII herein.

It is further agreed that in the years indicated the District will provide $15,000 for attendance at conferences by GCEAA members. All persons wishing to utilize these funds must make a requests in writing using the "Attendance at Conference" form now in use, and submit such request to the Superintendent of Schools. Approval for attendance at conferences and the amount of monies provided under this provision will be mutually agreed upon by the Superintendent of Schools and the GCEAA President.

4. The District shall provide a mentoring stipend of $1,500 for the mentoring of first year unit members. It is understood that the District retains the discretion to determine whether a mentor is necessary in each instance, and with respect to the selection of the mentor.

ARTICLE X: GENERAL:

A. Professional and non-professional personnel should not be assigned to, or withdrawn from, any building without prior consultation with the building principal.

B. Coordinators to receive 1/2 credit per semester for in-service program.

C. DUES DEDUCTION

A complete alphabetical listing of those employees who are not members of the Association will be delivered to the Business Office not later than thirty (30) days prior to the payroll from which the first deductions are to be made (the last payroll in October).

D. It is agreed by and between the parties that any provision 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 and/or provided the said additional funds.

E. If any provision of this Agreement or any application of the Agreement shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

F. All provisions of this Agreement shall be in effect as of July 1, 2023 and shall continue in full force and effect through June 30, 2026.

IN WITNESS WHEREOF, this Agreement has been duly executed by the parties the day and year first above written.

GLEN COVE SCHOOL DISTRICT	GLEN COVE EDUCATIONAL ADMINISTRATORS' ASSOCIATION
By: _____	By: _____
Superintendent of Schools	President
Dr. Alexa Doeschner	Nelson Iocolano

Exhibit A

ADMINISTRATORS' AND SUPERVISORS' PERFORMANCE REVIEW

1. Progress towards fulfillment of annual goals
   Evidence and outcomes will be used to assess the progress that has been made in fulfilling annual goals.

2. Instructional Leadership
   A clear and concise description of the strategies and tactics that the supervisor has taken in order to improve learning and teaching (*e.g.,* UbD, teaching for understanding, differentiation of instruction, inquiry). Instructional leadership also includes staff development and curriculum development. Describe, if appropriate, the instructional practices of the supervisor.

3. Administration and Supervision
   Administration consists of the activities that the supervisor has undertaken in order to bring about the effective and efficient management of resources, materials and information. Supervision is the activities and strategies the supervisor has employed which are aimed at organizing, coordinating and improving personnel for whom the supervisor is responsible. Supervision also includes teacher observations and departmental activities.

4. Improvement of the school-district's image in the community and with our stakeholders
   Supervisors should bring about a more positive public image to their departments, school and district through their work on various committees, teams, cabinets and special events. Describe any projects or work that the supervisor has done directly with students.

5. Physical plant/school safety
   Supervisors should take initiatives and provide oversight in order to make the school and the classrooms safer, more efficient and more inviting.

6. Growth and development
   Supervisors should be participating in professional activities which will bring about their own professional growth and development (graduate course work, professional conferences, workshops, participation in professional organizations, other special professional activities).

A list of commendations and recommendations should be included in the performance review.

Exhibit A

PROCEDURES FOR SUPERVISORS' PERFORMANCE REVIEW

There should be a pre-assessment conference during which time the person being evaluated (the subject) should provide written material and review the various evidence as it relates to each criteria. This follows our guiding principles of "supervising to the evidence."

The pre-conference should consist of a reflective conversation with an emphasis on inquiry, rather than advocacy. Using the materials provided and notes from the pre-conference, the supervisor should write the assessment within two days of the pre-assessment.

The subject should receive a written copy of the assessment report prior to having a post assessment conference. The post assessment conference should be highlighted as an attempt to clarify the contents of the assessment report. Subjects should be comfortable in offering suggestions for additions, deletions or rephrasing.

The assessment report should have a listing of commendations and recommendations. The commendations and recommendations should not come as a surprise. Areas for commendations and recommendations should be discussed during the pre-conference.

Subjects should feel free to respond in writing. The written responses will be included in the assessment report and will be attached in the personnel folder. Assessment reports should be signed by the supervisor and the subject. There should be a provision at the bottom of the report which states: "My signature is only an acknowledgement that I have read and received a copy of this assessment report. I am aware that I can respond to this report in writing and that my response will be attached to the report and will be filed in my personnel file."

ADMINISTRATORS SALARY SCHEDULES

ADMINISTRATORS SALARY SCHEDULE 2023 - 2024							
Salary Schedule ID: 377							
Salary Schedule Name: 2023-24 Admin(SchID#304 +2%)							
Step	HSP	MSP	COORD-SP	ESP	AP	COORD	CHAIR
1	178,429	169,932	165,685	161,435	144,443	135,946	113,288
2	181,261	172,765	168,517	164,270	147,274	138,777	116,119
3	184,094	175,595	171,348	167,102	150,108	141,611	118,953
4	186,925	178,429	174,179	169,932	152,939	144,443	121,783
5	189,759	181,261	177,012	172,765	155,771	147,274	124,616
6	192,587	184,094	179,846	175,595	158,604	150,108	127,448
7	195,422	186,925	182,677	178,429	161,435	152,939	130,281
8	198,254	189,759	185,510	181,261	164,270	155,771	133,113
9	201,087	192,587	188,342	184,094	167,102	158,604	135,946
10	203,917	195,422	191,174	186,925	169,932	161,435	138,777
11	206,751	198,254	194,005	189,759	172,765	164,270	141,611
12	209,583	201,087	196,838	192,587	175,595	167,102	144,443
13	212,415	203,917	199,669	195,422	178,429	169,932	147,274
14	215,247	206,751	202,504	198,254	181,261	172,765	150,108
15	218,079	209,583	205,334	201,087	184,094	175,595	152,939

ADMINISTRATORS SALARY SCHEDULE 2024 - 2025

Salary Schedule ID: 378

Salary Schedule Name: 2024-25 Admin(SchID#377 +2%)

Step	HSP	MSP	COORD-SP	ESP	AP	COORD	CHAIR
1	181,998	173,331	168,999	164,664	147,332	138,665	115,554
2	184,886	176,220	171,887	167,555	150,219	141,553	118,441
3	187,776	179,107	174,775	170,444	153,110	144,443	121,332
4	190,664	181,998	177,663	173,331	155,998	147,332	124,219
5	193,554	184,886	180,552	176,220	158,886	150,219	127,108
6	196,439	187,776	183,443	179,107	161,776	153,110	129,997
7	199,330	190,664	186,331	181,998	164,664	155,998	132,887
8	202,219	193,554	189,220	184,886	167,555	158,886	135,775
9	205,109	196,439	192,109	187,776	170,444	161,776	138,665
10	207,995	199,330	194,997	190,664	173,331	164,664	141,553
11	210,886	202,219	197,885	193,554	176,220	167,555	144,443
12	213,775	205,109	200,775	196,439	179,107	170,444	147,332
13	216,663	207,995	203,662	199,330	181,998	173,331	150,219
14	219,552	210,886	206,554	202,219	184,886	176,220	153,110
15	222,441	213,775	209,441	205,109	187,776	179,107	155,998

ADMINISTRATORS SALARY SCHEDULE 2025 - 2026

Salary Schedule ID: 379

Salary Schedule Name: 2025-26 Admin(SchID#378 +2%)

Step	HSP	MSP	COORD-SP	ESP	AP	COORD	CHAIR
1	185,638	176,798	172,379	167,957	150,279	141,438	117,865
2	188,584	179,744	175,325	170,906	153,223	144,384	120,810
3	191,532	182,689	178,271	173,853	156,172	147,332	123,759
4	194,477	185,638	181,216	176,798	159,118	150,279	126,703
5	197,425	188,584	184,163	179,744	162,064	153,223	129,650
6	200,368	191,532	187,112	182,689	165,012	156,172	132,597
7	203,317	194,477	190,058	185,638	167,957	159,118	135,545
8	206,263	197,425	193,004	188,584	170,906	162,064	138,491
9	209,211	200,368	195,951	191,532	173,853	165,012	141,438
10	212,155	203,317	198,897	194,477	176,798	167,957	144,384
11	215,104	206,263	201,843	197,425	179,744	170,906	147,332
12	218,051	209,211	204,791	200,368	182,689	173,853	150,279
13	220,996	212,155	207,735	203,317	185,638	176,798	153,223
14	223,943	215,104	210,685	206,263	188,584	179,744	156,172
15	226,890	218,051	213,630	209,211	191,532	182,689	159,118