MEMORANDUM OF AGREEMENT
between the
GLEN COVE CITY SCHOOL DISTRICT
and the
GLEN COVE TEACHERS ASSOCIATION

MEMORANDUM OF AGREEMENT, dated this 27th day of May, 2026, by and between the negotiating representatives of the Glen Cove Teachers Association (hereinafter referred to as the "Association") and the negotiating representatives of the Glen Cove City School District (hereinafter referred to as the "District").

1. General:

The labor agreement between the parties for the period of July 1, 2022 through June 30, 2026 is due to expire on June 30, 2026. The parties herewith agree that said agreement shall be modified to the extent set forth herein. Except for changes in language to said agreement made necessary by the following agreement, the provisions of said contract shall remain unchanged.

2. Contingencies:

A. This agreement is subject to formal ratification by the Board of Education and the membership of the Association. Such ratification shall occur within thirty (30) days of the date of execution of this memorandum of agreement. If either party fails to ratify or fails to act within the aforesaid thirty (30) day period, this memorandum of agreement shall be of no further force and effect and shall be a nullity. Notwithstanding the foregoing, the team of negotiating representatives for each party will urge their respective principals to ratify this memorandum of agreement.

B. Except for changes to the collective bargaining agreement expressly set forth herein, changes in the language of the Agreement made necessary by the following Memorandum of Agreement and changes to said collective bargaining agreement arising from expired contract language, the provisions of said Agreement shall remain unchanged. Italicized text is set forth as precise contract language to be inserted as set forth in this Memorandum of Agreement into the parties' formal labor contract. It is understood that items of agreement not set forth in italicized text will require the drafting of contract language for insertion into the parties' more formal agreement. It is further understood that items of agreement set forth as precise contract language in italicized text may require revision of existing contract language to accommodate the insertion of said italicized text.

C. The parties agree to incorporate this memorandum of agreement into a more formal written agreement.

D. The terms of this Memorandum of Agreement memorialize the agreement of the negotiating representatives of the parties for a successor labor agreement. Upon ratification the terms of this Memorandum of Agreement shall be implemented. In their joint effort to achieve a successor labor agreement the parties have fully completed negotiations respecting wages and other conditions of employment, the terms of which are set forth in this MOA, and which upon ratification become final and binding.

3. Terms:

A. Term of Agreement – Article 40 (A) shall be amended to reflect that the duration of this agreement will be for three (3) years, from July 1, 2026 through June 30, 2029.

B. Sign in and out

Effective July 1, 2026, a new Article 2 (F) (16) shall be added as follows:

Unit members shall be required to sign in at the start of the workday and sign out at the end of the workday utilizing a methodology selected at the District's discretion provided it does not use biometric signatures. A biometric signature is defined as a digital image or hard copy of a fingerprint, retinal pattern or biometric identifier. The District will consult with the Association over the number and locations of the sign in/out stations at each school.

C. Teacher Salaries

Article 7 (A) and the salary schedules set forth at Appendix "C" shall be amended as follows:

Effective July 1, 2026, the salary schedule shall be increased by 1.5%. Regular increment shall be provided.

Effective July 1, 2027, the salary schedule shall be increased by 1.5%. Regular increment shall be provided.

Effective July 1, 2028, the salary schedule shall be increased by 1.5%. Regular increment shall be provided.

All stipends and extra-curricular payments set forth in the contract shall increase by the same percentages set forth above that the salary schedules are increasing. However, Longevity amounts set forth in Article 7 (F), Article 11 (D)(5) and Article 33 (2) shall not be increased.

D. Longevity

Effective July 1, 2026, a new Article 7 (F) shall be added as follows:

Longevity

1. Unit members who are on steps 26, 27, 28, 29 of the salary schedule will receive an annual longevity payment of $1,000. This amount will not be a part of base salary but will be paid in unit members' regular paychecks during the respective year(s) she/he is on one of these salary schedule steps.

2. Unit members who are on step 30 of the salary schedule will receive an annual longevity payment of $1,500. This amount will not be a part of base salary but will be paid in unit members' regular paychecks during the respective year she/he is on step 30 of the salary schedule.

3. Unit members who have completed one (1) full year on step 30 of the salary schedule will receive an annual longevity payment of $2,500. This amount will not be a part of base salary but will be paid in unit members' regular paychecks during each year of continued service to the District.

The above payments are not cumulative.

E. Family Illness Sick Days

Effective July 1, 2026, the reference to "up to eight (8) of their personal sick days for family illness annually" set forth in Article 14 (B)(3)) shall be changed to "*up to twenty (20) of their personal sick days for family illness annually*".

F. Childcare

Effective July 1, 2026, Article 15 (B) shall be deleted in its entirety and replaced with the following: *In the event that the end of the two (2) year period does not coincide with the commencement date of a school year, the said leave shall be extended to the end of the next academic quarter at which point the unit member shall return to work.*

G. Meetings/Professional Development

Effective July 1, 2026, Article 28 shall be amended as follows:

1. The heading of Article 28 shall be changed to *Faculty/Department/Grade Meetings/New Teacher Academy.* Existing Article 28 shall be identified as Article 28 (A)

2. The parenthetical in the first paragraph shall be changed to: *(During any school year, the total number of hours for such meetings and/or programs shall not exceed twenty [20]).*

3. A new Article 28 (B) shall be added as follows:

Unit members in their first, second, third and fourth years working for the District shall participate in the New Teacher Academy which shall consist of ten (10) hours of meetings and/or professional department beyond the regular workday each year. These ten (10) hours are in addition to the twenty (20) hours required in Section (A) above. The District shall provide a calendar identifying the day and length of time for each session. In the event there is a change to this schedule, unit members shall be provided at least one week's notice of a session. Full year and long-term Leave replacements shall be required to participate in the New Teacher Academy with time credited to them as a leave replacement in the event they are subsequently hired to a probationary position. A unit member who separates from service and is subsequently re-hired by the District shall commence the New Teacher Academy from the beginning.

H. **Editorial/Housekeeping**

The parties will make mutually agreed editorial/housekeeping edits when preparing the successor collective bargaining agreement including incorporating applicable side agreements into the collective bargaining agreement.

NEGOTIATING REPRESENTATIVES
GLEN COVE CITY SCHOOL DISTRICT

NEGOTIATING REPRESENTATIVES OF
GLEN COVE TEACHERS ASSOCIATION
ASSOCIATION