

REGULAR MEETING – BOARD OF EDUCATION – OCTOBER 21, 2026

10. Personnel

A. Certified

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10. Appointment of 6th Period Class Teachers
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12. Resignation

1. Memorandum of Agreement (Glen Cove Teachers' Association)

BE IT RESOLVED, that the Board of Education of the Glen Cove City School District, having reviewed in executive session a Memorandum of Agreement between the Board of Education, and the Glen Cove Teachers Association, regarding the resolution of a grievance, herewith approves the terms of the Memorandum of Agreement; and

BE IT FURTHER RESOLVED, that the Board of Education of the Glen Cove City School District herewith authorizes the Board President to execute the aforesaid Memorandum of Agreement on behalf of the Board of Education effectuating the foregoing.

2. Appointment of Probationary Teacher

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named person, be appointed as a Probationary Teacher for the Glen Cove City School District as specified below. (salary as per contract, prorated)

Name:

Tenure Area: Special Education Teacher

Building: Landing School

Schedule & Step: MA, Step 1

Probationary Period: 9/30/26-9/30/30

Certification: SWD; ECED; CED

Comments: is replacing who resigned.

*The probationary period expiration dates set forth above are conditional and subject to extension in accordance with law. These probationary appointments are subject to all applicable provisions of the New York Education Law including, without limitation, that, in order to be eligible for tenure, each of the referenced individuals must have received annual composite or overall Education Law §3012-c and/or §3012-d ratings of Highly Effective (HE) or Effective (E) for at least three (3) of the four (4) preceding school years exclusive of any breaks in service. In addition, if the individuals receive an Ineffective (I) composite or overall APPR rating in his/ her final year of probationary service, s/he shall not be eligible for tenure at that time even if s/he has secured HE or E APPR composite or overall ratings in every other year of his/her probationary service.

**Pursuant to Education Law §2509, a teacher who receives a probationary appointment is entitled to [up to] two years of ["Jarema"] credit toward completion of the probationary period, for service rendered as a regular substitute teacher in the tenure area of appointment.

3. Requests for Leave of Absence

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the requests for leave of absence for the following named persons be approved as specified below.

Name:

Position: Elementary Teacher

Building Assignment: Connolly School

Effective: 8/29/26-o/a 11/4/26

Comments: is requesting a leave of absence for medical purposes.

Name:
Position: Health & Physical Education Teacher
Building Assignment: High School
Effective: o/a 1/5/27- o/a 4/8/27

Comments: is requesting a leave of absence for maternity/childcare purposes.

Name:
Position: Principal
Building Assignment: High School
Effective: 10/6/26 -o/a 10/20/26

Comments: is requesting a leave of absence for medical purposes.

Name:
Position: Special Education Teacher
Building Assignment: High School
Effective: 11/19/26- o/a 1/13/27

Comments: is requesting a leave of absence for medical purposes.

4. Appointment of Interim Administrator

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named person be appointed as an Interim Administrator for the Glen Cove City School District as specified in the agreement (see attached).

Name:
Position: Interim Principal
Building: High School

Comments: is replacing who will be on a leave of absence.

5. Appointment of Regular Substitute Teachers

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named persons be appointed as Regular Substitute Teachers for the Glen Cove City School District as specified below.

Name:
Building: High School
Salary: \$165/day (first 30 working days); BA, Step 1 (31st working day, prorated)
Effective: 11/18/26- o/a 1/13/27 or sooner at the discretion of the Board of Education)

Certification: SWD All Grades

Comments: is replacing who will be taking a leave of absence.

Name:
Building: Middle School
Salary: 20% of \$165/day (first 30 working days); BA, Step 1 at .2 FTE (31st working day, prorated)

Effective: 10/5/26- o/ 1/12/27 or sooner at the discretion of the Board of Education)

Certification: Visual Arts

Comments: is replacing who is on a leave of absence.

Name:

Building: Connolly School

Salary: \$165/day (first 30 working days); BA, Step 1 (31st working day, prorated)

Effective: 9/2/26-o/a 11/4/26 or sooner at the discretion of the Board of Education)

Certification: Working Towards Certification

Comments: is replacing who is on a leave of absence.

6. Change in Status

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that a change in status for the following named persons be approved as specified below. (salary as per contract)

Name:

From: 1.0 FTE Permanent Substitute Teacher

To: .8 FTE Permanent Substitute Teacher

Effective: 10/5/26-o/a 1/12/27

Name:

From: Kindergarten Teaching Assistant (29.5 hours per week)

Building: Deasy School

To: Special Education Teaching Assistant (29.5 hours per week)

Building: Landing School

Effective: 9/29/26

7. Appointment of Teacher Mentors

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named persons be appointed as Mentor Teachers for the Glen Cove City School District, effective the 2026-2027 school year, as specified below. (stipend as per contract)

Mentor Name:

Mentee Name:

Subject Area: English Language Arts

Building Assignment: Middle School

Mentor Name:

Mentee Name:

Subject Area: Elementary

Building Assignment: Landing School

Mentor Name:

Mentee Name:

Subject Area: Elementary

Building Assignment: Connolly School

Mentor Name:
Mentee Name:
Subject Area: School Counselor
Building Assignment: High School

Mentor Name:
Mentee Name:
Subject Area: School Psychologist
Building Assignment: Gribbin School

Mentor Name:
Mentee Name:
Subject Area: School Psychologist
Building Assignment: Deasy School

Mentor Name:
Mentee Name:
Subject Area: Science
Building Assignment: Middle School

Mentor Name:
Mentee Name:
Subject Area: Science
Building Assignment: High School

Mentor Name:
Mentee Name:
Subject Area: Special Education
Building Assignment: Deasy School

Mentor Name:
Mentee Name:
Subject Area: Special Education
Building Assignment: Landing School

Mentor Name:
Mentee Name:
Subject Area: Special Education
Building Assignment: Deasy School

Mentor Name:
Mentee Name:
Subject Area: Special Education
Building Assignment: Deasy School

Mentor Name:
Mentee Name:
Subject Area: Speech
Building Assignment: Connolly/Landing School

Mentor Name:
Mentee Name:
Subject Area: Speech
Building Assignment: Deasy School

Mentor Name:
Mentee Name:
Subject Area: World Language
Building Assignment: High School

8. Appointment of Team Leader

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named person be appointed as a Team Leader for the Glen Cove City School District effective the 2026-2027 school year, as specified below. (stipend as per contract)

Name:
Assignment: IAAP Visual Arts/Media Arts Team Leader

9. Appointment of McKinney-Vento Liaison

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named person be appointed as the McKinney-Vento Liaison for the Glen Cove City School District effective the 2026-2027 school year. (stipend - \$5,000)

10. Appointment of 6th Period Class Teachers

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named persons be appointed to a 6th period class, as specified below. (salary as per contract, prorated)

Name:
Assignment: World Language Spanish
Building Assignment: Middle School
Schedule: 1 period, every day
Effective: 10/5/26- o/a 1/12/27

Comments: is replacing who is on a leave of absence.

Name:
Assignment: World Language Spanish
Building Assignment: Middle School
Schedule: 1 period, every day
Effective: 10/5/26- o/a 1/12/27

Comments: is replacing who is on a leave of absence.

Name:
Assignment: World Language Spanish
Building Assignment: Middle School
Schedule: 1 period, every day

Effective: 10/5/26- o/a 1/12/27

Comments: is replacing who is on a leave of absence.

Name:

Assignment: World Language Spanish

Building Assignment: Middle School

Schedule: 1 period, every day

Effective: 10/5/26- o/a 1/12/27

Comments: is replacing who is on a leave of absence.

Name:

Assignment: Algebra I SC

Building Assignment: High School

Schedule: 1 period, every day

Effective: 11/19/26-o/a 1/13/27

Comments: is replacing who will be taking a leave of absence.

Name:

Assignment: ENL

Building Assignment: Middle School

Schedule: 1 period, every day

Effective: 10/13/26- 6/30/27

11. Appointment of Credit Recovery Teacher

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named person be appointed as a Credit Recovery Teacher, effective o/a November 16, 2026- o/a June 14, 2027. (salary as per contract; not to exceed 48 total hours)

12. Resignation

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the resignation of the following named person be approved as specified below.

Name:

Position: Elementary Pre-K Teacher

Building Assignment: Deasy School

Effective: 11/13/26 (end of day)

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10. Personnel

B. Classified

1. Memorandum of Agreement (UPSEU, Security Guard Unit)
2. Appointment of Cleaners
3. Appointment of Security Guard
4. Appointment of School Monitors
5. Rescission of Resignation
6. Resignations
7. Appointment of Cafeteria Personnel
8. Appointment of Part-Time Food Service Helpers
9. Appointment of Per Diem Substitute Clerical
10. Appointment of Adult Education Teachers (Fall Semester)
11. Change in Status
12. Request for Leave of Absence
13. Retirements

1. Memorandum of Agreement (UPSEU, Security Guard Unit)

WHEREAS, the July 1, 2022 to June 30, 2026 labor agreement between the Board of Education of the Glen Cove City School District (hereinafter the "District") and the United Public Service Employees Union, Security Guard Unit (hereinafter the "**Unit**") expired on June 30, 2026; and

WHEREAS, representatives of the respective parties have engaged in negotiations for a successor agreement to the labor agreement; and

WHEREAS the representatives of the District and the Unit reached an agreement that has been memorialized in a Memorandum of Agreement executed October 7, 2026, which Memorandum of Agreement has been reviewed by the Board of Education; and

WHEREAS, the membership of the Unit has ratified said Memorandum of Agreement.

NOW THEREFORE, BE IT RESOLVED, that the Board of Education of the Glen Cove City School District herewith ratifies and approves the Memorandum of Agreement hereinabove referenced and authorizes the expenditure of funds necessary to implement said Memorandum of Agreement;

BE IT FURTHER RESOLVED, that the President of the Board of Education and the Superintendent of Schools are hereby authorized to execute the new collective bargaining agreement incorporating the terms of the Memorandum of Agreement on behalf of the Board of Education.

(See Attachment)

2. Appointment of Cleaners

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named persons be appointed as Civil Service Employees in the Facilities Department of the Glen Cove City School District, *pending fingerprint clearance*, as specified below. (salary as per contract, prorated)

Name:

Position Assignment: Cleaner

Building Assignment: District-wide

Effective: 10/22/26

Name:

Position Assignment: Cleaner

Building Assignment: District-wide

Effective: o/a 10/22/26

Name:

Position Assignment: Cleaner

Building Assignment: District-wide

Effective: o/a 10/22/26

3. Appointment of Security Guard

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named person be appointed as a Security Guard for the Glen Cove City School District, *the recommendation, as specified below, is contingent upon the successful completion of the onboarding process.* (salary as per contract, prorated)

Name:

Building Assignment: High School

Effective: o/a 10/22/26

4. Appointment of School Monitors

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named persons be appointed as Monitors for the Glen Cove City School District, effective the 2026-2027, or sooner at the discretion of the Board of Education, as specified below. (salary as per contract)

Name:

Assignment: Office Monitor- Health Office

Building Assignment: High School

Hours: 29.5 hours per week

Effective: 10/13/26

Name:

Assignment: School Monitor

Building Assignment: Gribbin School

Hours: 29.5 hours per week

Effective: 10/5/26

Name:

Assignment: School Monitor

Building Assignment: Middle School

Hours: 29.5 hours per week

Effective: 10/6/26

Name:

Assignment: School Monitor

Building Assignment: Deasy School

Hours: 29.5 hours per week

Effective: 9/30/26

Name:

Assignment: School Monitor

Building Assignment: Landing School

Hours: 29.5 hours per week

Effective: 10/13/26

5. Rescission of Resignation

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the resignation for the following named person be rescinded as specified below.

Name:
Position: Transportation Supervisor
Building Assignment: Thayer House
Effective: 10/21/26

6. Resignations

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the resignations of the following named persons be approved as specified below.

Name:
Position: Transportation Supervisor
Building Assignment: Thayer House
Effective: o/a 12/31/26 (end of day)

Name:
Position: School Monitor
Building Assignment: Connolly School
Effective: 9/18/26 (end of day)

Name:
Position: School Monitor
Building Assignment: Landing School
Effective: 9/30/26 (end of day)

Name:
Position: Information Technology Assistant
Building Assignment: High School
Effective: 10/9/26 (end of day)

Name:
Position: Account Clerk
Building Assignment: Middle School
Effective: 1/6/27 (end of day)

Name:
Position: Food Service Helper
Building Assignment: High School
Effective: 10/21/26 (end of day)

Comment: is resigning to accept the Assistant Cook Position at High School.

Name:
Position: Night Cleaner
Building Assignment: Gribbin School
Effective: 10/23/26 (end of day)

7. Appointment of Cafeteria Personnel

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named person be appointed as a Civil Service Employee of the Glen Cove City School District, as specified below. (salary as per contract)

Name:

Position: Assistant Cook

Building Assignment: High School

Hours: 33.75 hours per week

Effective: 10/22/26

Comments: is replacing who was recommended for another position within the district.

8. Appointment of Food Service Helpers

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named persons be appointed as Part-Time Food Service Helpers for the Glen Cove City School District, *pending fingerprint clearance*, as specified below. (salary as per contract)

Name:

Building Assignment: High School (Temporary Assignment)

Hours: 25 hours per week

Effective: o/a 10/22/26

Name:

Building Assignment: High School (Temporary Assignment)

Hours: 25 hours per week

Effective: o/a 10/22/26

Name:

Building Assignment: High School (Temporary Assignment)

Hours: 25 hours per week

Effective: o/a 10/22/26

9. Appointment of Per Diem Substitute Clerical

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named person be appointed as a per diem Substitute Clerical for the Glen Cove City School District effective October 22, 2026 for the 2026-2027 school year. (salary - \$25.00/hr.)

10. Appointment of Adult Education Teachers (Fall Semester)

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named persons be appointed as Adult Education Teachers for the Glen Cove City School District effective October 22, 2026 through December 21, 2026, provided the appointee meets the required qualifications for the job. (salary- \$50 per hour)

Name:

Course: Cooking Demo

Name:

Course: Yoga for Beginners

Course: Eight Weeks to Wellness

Name:
Course: Yoga Fusion
Course: Level Up -HIIT
Course: Level Up, Power Up, Total Strength
Course: Level Up, Stretch and Restore
Course: Level Up, Isometrics

Name:
Course: Latin Dance Moves

Name:
Course: Thai Chi for All

Name:
Course: Planning Without Fear: ABC's of Medicaid
Course: Planning Without Fear: Wills, Trusts, and Advance Directives

Name:
Course: English Language and Citizenship

Name:
Course: Introduction to Excel
Course: Intermediate Excel
Course: Advanced Excel

11. Change in Status

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that a change in status for the following named person be approved as specified below. (salary as per contract)

Name:
From: Special Education Monitor (29.5 hours per week)
To: School Monitor (29.5 hours per week)
Building: Connolly School
Effective: 9/22/26

12. Request for Leave of Absence

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the request for leave of absence for the following named person be approved as specified below.

Name:
Position: School Monitor
Building Assignment: Deasy School
Effective: 9/18/26 o/a 10/12/26

Comments: is requesting a leave of absence for medical purposes.

13. Retirements

Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the resignations, for the purpose of retirement, of the following named persons be approved as specified below.

Name:

Position: Day Cleaner

Building Assignment: Landing School

Effective: 11/6/26 (end of day)

Name:

Position: Senior Account Clerk

Building Assignment: Thayer House

Effective: 1/31/27 (end of day)