REGULAR MEETING – BOARD OF EDUCATION – NOVEMBER 18, 2026

10. Personnel

A. Certified

1. Memorandum of Agreement (Glen Cove Educational Administrators' Association)
2. Appointment of Probationary Teacher
3. Request for Leave of Absence
4. Appointment of Regular Substitute Teachers
5. Appointment of 6th Period Class Teachers
6. Appointment of Winter Coaches
7. Resignations

1. Memorandum of Agreement (Glen Cove Educational Administrators' Association)

WHEREAS, the July 1, 2023 to June 30, 2026 labor agreement between the Board of Education of the Glen Cove City School District (hereinafter the "District") and the Glen Cove Educational Administrators' Association (hereinafter the "Association") 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 Association reached an agreement that has been memorialized in a Memorandum of Agreement dated November 9, 2026, which Memorandum of Agreement has been reviewed by the Board of Education; and

WHEREAS, the membership of the Association 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.

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: Elementary
Building: Deasy School
Schedule & Step: MA, Step 2
Probationary Period: o/a November 19, 2026 – o/a November 19, 2030

Certification: ECED, B-2; Literacy, B-6

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. 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: Reading Teacher
   Building Assignment: Gribbin School
   Effective: 1/11/27- o/a 2/22/27

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

4. 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: Gribbin School
   Salary: $165/day (first 30 working days); MA, Step 1 (31st working day, prorated)
   Effective: 1/11/27- o/a 2/22/27 or sooner at the discretion of the Board of Education)

   Certification: ELA 7-12; Literacy All Grades

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

   Name:
   Building: Middle School
   Salary: $165/day (first 30 working days); MA, Step 1 (31st working day, prorated)
   Effective: 11/13/26- o/a 3/1/27 or sooner at the discretion of the Board of Education)

   Certification: ESOL

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

5. 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: Financial Algebra
   Building Assignment: High School
   Schedule: 1 period, every day
   Effective: 10/26/26- o/a 11/24/26

Name:
Assignment: Financial Algebra
Building Assignment: High School
Schedule: 1 period, every day
Effective: 10/26/26- o/a 11/24/26

Name:
Assignment: AP Statistics
Building Assignment: High School
Schedule: 1 period, every day
Effective: 10/26/26- o/a 11/24/26

Name:
Assignment: Statistics through Applications
Building Assignment: High School
Schedule: 1 period, every day
Effective: 10/26/26- o/a 11/24/26

6. Appointment of Winter Coaches

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

Name:
Sport: Varsity Boys Basketball

Name:
Sport: Varsity Girls Basketball

Name:
Sport: Varsity Cheerleading

Name:
Sport: Varsity Co-Ed Rifle

Name:
Sport: Varsity Co-Ed Track (Head Coach)

Name:
Sport: Varsity Co-Ed Track (Asst. Coach)

Name:
Sport: Varsity Wrestling

Name:
Sport: Jr. Varsity Boys Basketball

Name:
Sport: Jr. Varsity Girls Basketball

Name:
Sport: Jr. Varsity Cheerleading
Effective: 11/16/26-11/18/26; and o/a 1/13/27 – 3/1/27

Name:
Sport: Jr. Varsity Wrestling

Name:
Sport: Boys Basketball 7th Grade (MS Winter I)

Name:
Sport: Boys Basketball 8th Grade (MS Winter I)

Name:
Sport: Girls Volleyball 7th Grade (MS Winter I)

Name:
Sport: Girls Volleyball 8th Grade (MS Winter I)

Name:
Sport: Competitive Cheer 7/8 (MS Winter I)

Name:
Sport: Girls Basketball 7th Grade (MS Winter II)

Name:
Sport: Girls Basketball 8th Grade (MS Winter II)

Name:
Sport: Wrestling (Head Coach) (MS Winter II)

Name:
Sport: Wrestling (Asst. Coach) (MS Winter II)

7. 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: Special Education Teacher
Building Assignment: Deasy School
Effective: 12/2/26 (end of day)

Name:
Position: Regular Substitute Teacher & Permanent Substitute Teacher
Building Assignment: High School
Effective: 11/9/26 (end of day)

REGULAR MEETING – BOARD OF EDUCATION – NOVEMBER 18, 2026

10. Personnel

B. Classified

1. Employee Agreements (Unaligned Personnel)
2. Appointment of Cleaner
3. Appointment of Senior Administrative Clerk
4. Appointment of School Monitor
5. Appointment of Per Diem Substitute Food Service Helper
6. Appointment of Emergency Medical Technician - Winter 2026-27
7. Request for Leave of Absence
8. Resignations

1. Employee Agreements (Unaligned Personnel)
   RESOLVED that the Board of Education approves employment agreements for the following non-aligned employees and authorizes the Board of Education President to execute said agreements (see attached):

   Name:
   Title: Payroll Supervisor

   Name:
   Title: Confidential Secretary (Human Resources)

2. Appointment of Cleaner
   Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named person be appointed as a Civil Service Employee 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: 11/2/26

3. Appointment of Senior Administrative Clerk
   Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named person be appointed *provisionally* as a Senior Administrative Clerk for the Glen Cove City School District, as specified below, pending fingerprint clearance. (salary as per contract, prorated)

   Name:
   Building Assignment: Thayer House – Business Office
   Salary: Step 2
   Effective: 12/1/26

   Comments: is replacing Ms. Brown who is resigning.

4. Appointment of School Monitor
   Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named person be appointed as a Monitor 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: School Monitor
   Building Assignment: Gribbin School
   Hours: 29.5 hours per week
   Effective: 11/9/26

5. Appointment of Per Diem Substitute Food Service Helper
   Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named person be appointed as a per diem Substitute Food Service Helper for the Glen Cove City School District effective the 2026-2027 school year. (salary - $17.00/hr.)

6. Appointment of Emergency Medical Technician – Winter 2026-27
   Upon recommendation of the Superintendent of Schools, be it RESOLVED, that the following named person be appointed as an Emergency Medical Technician for the Athletic Department of the Glen Cove City School District effective o/a November 19, 2026. (salary - $200 per assignment)

7. 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: Night Cleaner
   Building Assignment: Deasy School
   Effective: 11/16/26-o/a 2/15/27

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

8. 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: Cleaner
   Building Assignment: District-Wide
   Effective: 10/28/26 (end of day)

   Name:
   Position: Food Service Helper
   Building Assignment: Middle School
   Effective: 11/11/26 (end of day)