MEMORANDUM OF AGREEMENT

Except as modified herein, the contract between the BOARD OF EDUCATION, GARDEN CITY UNION FREE SCHOOL DISTRICT and the GARDEN CITY ADMINISTRATORS’ ASSOCIATION, expiring June 30, 2017, shall remain in full force and effect.

This memorandum shall be subject to ratification by the Board of Education and the membership of the unit. The parties’ respective negotiating teams agree to recommend such ratification to their principals.

1. **Term** – Article XIX - July 1, 2017 to June 30, 2021.

2. **Salary** – Article IX – Paragraph 1 (a) – Delete and substitute as follows:

   For the 2017-2018 school year unit members shall receive a 2.375% increase to their 2016-2017 base salary

   For the 2018-2019 school year unit members shall receive a 2.375% increase to their 2017-2018 base salary

   For the 2019-2020 school year unit members shall receive a 2.375% increase to their 2018-2019 base salary

   For the 2020-2021 school year unit members shall receive a 2.375% increase to their 2019-2020 base salary

Paragraph 1(d) – Delete and substitute:

Effective July 1, 2017, eligible members of the unit shall receive the following longevities:

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Longevity</th>
</tr>
</thead>
<tbody>
<tr>
<td>After 3 years</td>
<td>$4,750</td>
</tr>
<tr>
<td>After 5 years</td>
<td>$4,750 (total $9,500)</td>
</tr>
<tr>
<td>After 10 years</td>
<td>$4,750 (total $14,250)</td>
</tr>
<tr>
<td>After 15 years</td>
<td>$4,750 (total $19,000)</td>
</tr>
</tbody>
</table>

Effective July 1, 2020, said longevities shall be as follows:
After 3 years of service $5,000
After 5 years of service $5,000 (total $10,000)
After 10 years of service $5,000 (total $15,000)
After 15 years of service $5,000 (total $20,000)

As to all administrators hired effective July 1, 2018 and thereafter, the above longevities shall occur:

After 4 years of service
After 7 years of service
After 10 years of service
After 15 years of service

3. **Article X – Health Insurance – Paragraph 1(c)(5) – Delete**

Paragraph 5 – Health Insurance in Retirement – Second Sentence – Delete reference to five full years and substitute seven full years; Delete balance of sentence after “individual coverage” and substitute “shall be 85% and for family coverage 75%”;

Paragraph 7 – Sick Leave - Annual – Add new second sentence as follows: “Effective for the 18/19 school year and thereafter, up to five (5) days of the above entitlement may be used for illness in the family defined as spouse, children, parent living in the household.”; **Existing Third and Fourth Sentences – Delete** and substitute as follows:

Members of the unit who have commenced employment after September 1, 2002, shall be credited with fifty (50) sick leave days upon employment. These sick leave days shall constitute an advance of and in lieu of annual sick leave entitlement. This category of employees shall receive no further sick leave days until the commencement of the fourth year of employment at which time they shall be credited with ten (10) additional sick leave days. Commencing with the fifth year of employment, such members will be credited with fifteen (15) sick leave days annually.

Paragraph 9(g) – Reasons for Personal Leave – After first sentence add “Effective for the 18/19 school year and thereafter, up to two days annually of sick leave pursuant to Paragraph 7 hereof may be added to bereavement leave for each death in the immediate family as defined herein.”; **Last Sentence – Delete** and substitute: “However, under no circumstances shall any combination of sick leave pursuant to Paragraph 7 hereof and leave pursuant to this subparagraph exceed five days.”

4. **Article XII – Work Year – Fourth Unnumbered Paragraph – Add:** “In addition, notwithstanding the provisions of this Article and further notwithstanding the Stipulation of Settlement set forth in the transcript dated November 19, 2013 before arbitrator, Bonnie Sieber-Weinstock, should the District schedule up to two Superintendent conference days to
occur during the months of July and August, these days shall be served by all unit members without additional compensation."

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this [Date] day of [Month], 2018.

ALAN GROVEMAN
Interim Superintendent of Schools
Garden City UFSD

STUART DODS
President
Garden City Administrators’ Association

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