

STAFF BENEFITS AGREEMENT

THIS AGREEMENT ENTERED INTO on this 7th day of July, 2021, by and between the Board of Education of the Three Village Central School District, (hereinafter referred to as "the District"), and Mr. Kevin Scanlon (hereinafter referred to as "Assistant Superintendent for Educational Services") is constituted as follows:

WHEREAS, the Assistant Superintendent for Educational Services shall be employed in such capacity for the period July 1, 2021 through June 30, 2022.

WHEREAS, the Assistant Superintendent for Educational Services is duly qualified and licensed under the laws of the State of New York and Rules and Regulations of the Commissioner of Education, to act in the capacity for which he is being employed, namely as Assistant Superintendent for Educational Services.

WHEREAS, a majority of the Board of Education has consented to the terms of this Agreement;

NOW, THEREFORE, in consideration for the mutual covenants, conditions, agreements, and benefits set forth herein, and other good and valuable consideration, it is hereby agreed as follows:

ARTICLE I. BENEFITS AGREEMENT ONLY

Except as otherwise set forth herein, the Assistant Superintendent for Educational Services shall receive those benefits for which he is eligible, delineated in the current collective bargaining agreement with the Three Village Administrators Association. In the event that the aforementioned benefits contained in the Administrators' Association's collective bargaining agreement are increased, added to, or otherwise changed or amended, there will be no attendant change to the benefits contained in this benefits agreement. Any such increases, additions, changes or

amendments to the benefits contained herein must be negotiated by and between the District and the Assistant Superintendent for Educational Services. Nothing contained herein shall be deemed a guarantee of continued employment for any time period. Notwithstanding the above, the Assistant Superintendent for Educational Services may be paid for up to ten (10) unused sick days annually. Payment shall be made at the rate of 1/210th of his current salary for each such day.

ARTICLE II. WORK YEAR

The Assistant Superintendent for Educational Services is a twelve-month employee whose work year shall cover the period from July 1 to June 30 each school year. As Assistant Superintendent for Educational Services, he shall receive thirty (30) days of vacation per year. Unused vacation days may accumulate from year to year. The Assistant Superintendent for Educational Services may each year convert a maximum of ten (10) unused vacation days to salary to be paid at the rate of one two hundred tenth (1/210) of his salary for the year during which the conversion is requested. Notice of election of such conversion must be provided to the Superintendent of Schools by June 30 of each year.

ARTICLE III. SALARY AND TERMINAL ALLOWANCE

A. The salary of the Assistant Superintendent for Educational Services shall be determined by the Board of Education on an annual basis for the period July 1 to June 30 of each year but shall not be less than the amount established for the prior year. Notwithstanding the above, the salary for the period July 1, 2021 to June 30, 2022 shall be at the annual rate of TWO HUNDRED AND FIFTY-SIX THOUSAND, SEVEN HUNDRED AND THIRTY-SEVEN DOLLARS (\$256,737).

B. Upon the voluntary termination of employment or by resignation from the District for the purposes of permanent retirement, as accepted and approved by the New York State Teachers' Retirement System, payment of all accrued vacation time will be converted to compensation at the rate of one two hundred tenth (1/210) of the Assistant Superintendent for Educational Services salary for the year of such conversion.

C. The Assistant Superintendent for Educational Services will receive his annual compensation in the form of bi-weekly payments.

ARTICLE IV. AUTOMOBILE ALLOWANCE

Effective July 1, 2021, the Assistant Superintendent for Educational Services shall receive reimbursement in connection with all the expenses incurred in the ownership and operation of his automobile in an amount not to exceed FOUR THOUSAND EIGHT HUNDRED DOLLARS (\$4,800.00) per year. This allowance is considered additional compensation.

ALLOWANCE – MOBILE PHONE

Effective July 1, 2021, the Assistant Superintendent for Educational Services shall receive reimbursement in connection with all the expenses incurred in the ownership and operation of his mobile phone in an amount not to exceed ONE THOUSAND TWO HUNDRED DOLLARS (\$1,200) per year. This allowance is considered additional compensation.

ARTICLE V. PROFESSIONAL DUES AND TUITION REIMBURSEMENT

The Board of Education agrees to pay reasonable dues to professional organizations, as may be approved by the Superintendent of Schools. The Board of Education agrees to reimburse the Assistant Superintendent for reasonable tuition for any course approved by the Superintendent of Schools.

ARTICLE VI. HEALTH BENEFIT CONTRIBUTION

Effective July 1, 2021, the Assistant Superintendent for Educational Services shall be required to contribute 15% to the cost of premium for individual or family health coverage.

ARTICLE VII. THREE VILLAGE SCHOOL ADMINISTRATORS' ASSOCIATION

BENEFITS

Except as otherwise provided herein, the Assistant Superintendent for Educational Services shall receive all benefits for which he is eligible, conferred in the agreement between the Three Village School Administrators Association and the Board of Education, except health insurance which will follow requirements under SSEHP.

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

Dated: 7/9/21



Mr. Kevin Scanlon
Assistant Superintendent for Educational Services

Dated: 7/17/21



President
Board of Education