

## **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 Dr. Gary Dabrusky (hereinafter referred to as "Assistant Superintendent for Human Resources") is constituted as follows:

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

WHEREAS, the Assistant Superintendent for Human Resources 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 Human Resources.

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 Human Resources 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 Human Resources. Notwithstanding the above, the Assistant Superintendent for Human Resources may be paid for up to ten (10) unused sick days annually. Payment shall be made at the rate of 1/210<sup>th</sup> of his current salary for each such day.

## **ARTICLE II. WORK YEAR**

The Assistant Superintendent for Human Resources 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 Human Resources, he shall receive thirty (30) days of vacation per year. Unused vacation may accumulate from year to year. The Assistant Superintendent for Human Resources may each year convert a maximum of ten (10) unused vacation days to salary to be paid at the rate of one two hundred tenths (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 Human Resources 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 forty nine thousand, two hundred sixty (\$249,260).

B. Upon the voluntary termination of employment or by resignation for the purposes of retirement, as accepted 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 tenths (1/210) of the Assistant Superintendent for Human Resources salary for the year of such conversion.

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

#### **ARTICLE IV. AUTOMOBILE ALLOWANCE**

Effective July 1, 2021, the Assistant Superintendent for Human Resources 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 Human Resources 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 VI. HEALTH BENEFIT CONTRIBUTION**

Effective July 1, 2021, the Assistant Superintendent for Human Resources 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 Human Resources 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.

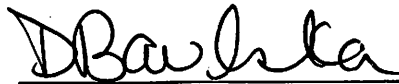
IN WITNESS WHEREOF, the parties hereto duly executed this Agreement the day year first above written.

Dated: \_\_\_\_\_

  
\_\_\_\_\_

Dr. Gary Dabrusky  
Assistant Superintendent for Human Resources

Dated: \_\_\_\_\_

  
\_\_\_\_\_

President  
Board of Education