

**STAFF BENEFITS AGREEMENT**

THIS AGREEMENT ENTERED INTO on this 7th day June, 2021, by and between the Board of Education of the Three Village Central School District, (hereinafter referred to as "the District"), and Dr. Alan Baum (hereinafter referred to as "Executive Director of Human Resources and Secondary Curriculum") is constituted as follows:

WHEREAS, the Executive Director of Human Resources and Secondary Curriculum shall be employed in such capacity commencing July 1, 2021;

WHEREAS, the Executive Director of Human Resources and Secondary Curriculum 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 the Executive Director of Human Resources and Secondary Curriculum;

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 Executive Director of Human Resources and Secondary Curriculum 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 Executive Director of Human Resources and Secondary Curriculum. Notwithstanding the above, the Executive Director of Human Resources and Secondary Curriculum may be paid for up to five (5) 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 Executive Director of Human Resources and Secondary Curriculum is a twelve-month employee whose work year shall cover the period from July 1 to June 30 each school year. As Executive Director of Human Resources and Secondary Curriculum, he shall receive thirty (30) days of vacation per year. The Executive Director of Human Resources and Secondary Curriculum 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 Executive Director of Human Resources and Secondary Curriculum 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 FIFTEEN THOUSAND DOLLARS, (\$215,000).

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 unused vacation time will be converted to compensation at the rate of one two hundred tenth (1/210) of the Executive Director of Human Resources and Secondary Curriculum's salary for the year of such conversion.

C. The Executive Director of Human Resources and Secondary Curriculum will receive his annual compensation in the form of bi-weekly payments.

**ARTICLE IV. AUTOMOBILE ALLOWANCE**

Effective July 1, 2021, the Executive Director of Human Resources and Secondary Curriculum shall receive reimbursement in connection with all the expenses incurred in the ownership and operation of his automobile in an amount not to exceed THREE HUNDRED & SEVENTY-FIVE DOLLARS (\$375) per month. This allowance is considered additional compensation.

**ALLOWANCE – MOBILE PHONE**

Effective July 1, 2021, the Executive Director of Human Resources and Secondary Curriculum 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 HUNDRED DOLLARS (\$100) per month. 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 Executive Director of Human Resources and Secondary Curriculum for reasonable tuition for any course approved by the Superintendent of Schools.

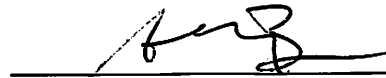
**ARTICLE VI. THREE VILLAGE SCHOOL ADMINISTRATORS' ASSOCIATION**

**BENEFITS**

Except as otherwise provided herein, the Executive Director of Human Resources and Secondary Curriculum 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.

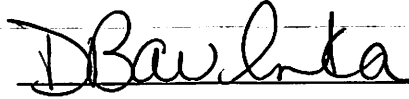
IN WITNESS WHEREOF, the parties hereto duly executed this Agreement the day year first above written.

Dated: 7/9/21



\_\_\_\_\_  
Dr. Alan Baum  
Executive Director of Human Resources and Secondary  
Curriculum

Dated: 7/7/21



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President  
Board of Education