

SECONDLY,

2021, to the Agreement dated August 22, 2019, by and between the BOARD OF EDUCATION of the EAST ISLIP UNION FREE SCHOOL DISTRICT, with offices for the transaction of business at 1 Craig D. Sargey Avenue, Islip Terrace, New York 11752 (hereinafter referred to as the BOARD) and J. SA. M. LEBE, Z. Ed. D

(hereinafter referred to as the

Assistant Superintendent).

WHEREAS, the parties entered into an Agreement dated August 22, 2019 establishing the benefits and other remuneration paid to the ASSISTANT SUPERINTENDENT by the BOARD for her services as ASSISTANT SUPERINTENDENT (the benefit of said terms of the Agreement), and

WHEREAS, the parties entered into a FIRST AMENDMENT dated July 2, 2020 to said Agreement;

WHEREAS, the parties are desirous of amending said agreement,

NOW, THEREFORE, based upon the mutual covenants and understanding between the parties, it is agreed:

FIRST: All of the terms and provisions set forth at length in the Employment agreement dated August 22, 2019 as amended, shall continue in full force and effect during the term of employment of the ASSISTANT SUPERINTENDENT, unless expressly modified by the amendment.

SECOND: Section 1 of the Agreement, as amended, effective July 1, 2021 the annual salary of the ASSISTANT SUPERINTENDENT BE AS FOLLOWS:

- a. Effective July 1, 2021, the ASSISTANT SUPERINTENDENT'S annual salary for the 2021-2022 school year of \$101,637.20 plus longevity.
- b. The base salary for the ASSISTANT SUPERINTENDENT will increase AS FOLLOWS:
 - i. Effective July 1, 2022: 2.0%
 - ii. Effective July 1, 2023: 2.0%

THIRD: Section 4 of the Agreement, as amended, effective July 1, 2021 and thereafter, the ASSISTANT SUPERINTENDENT holiday schedule will include the following:

- a. Rosh Hashana: 10m Rosh Hashana, winter recess, at 11:00 AM on Wednesday or Spring Recess.

FOURTH: Section 5 of the Agreement, as amended, shall be modified to provide that effective July 1, 2021 and thereafter, the ASSISTANT SUPERINTENDENT shall include as follows:

- a. The Assistant Superintendent shall have the annual option of selling back to the District up to twelve (12) months of accumulated sick leave at a rate of 100% of his/her then annual rate of pay.

FIFTH: Section 8 of the Agreement, as amended, shall be modified to provide that effective July 1, 2021 and thereafter, the ASSISTANT SUPERINTENDENT sick leave shall include:

- a. The Assistant Superintendent shall have twenty (20) sick days per year cumulative to two hundred ninety (290).
- b. Upon resignation from employment from the East Islip Union Free School District for the purpose of retirement into the New York State Teachers Retirement System, the Assistant Superintendent shall receive the cash or may elect to contribute the sums payable to him/her pursuant to this provision into an elective 401(k) and/or 457 account. The value for accumulated sick leave at the period ending 6/30/20 of his/her annual salary at the time of separation as follows:
 - i. After five (5) years of service in the District, up to a maximum of \$75,000.
 - ii. After seven (7) years of service in the District, up to a maximum of \$100,000.
 - iii. After twelve (12) years of service in the District, up to a maximum of \$125,000.

SIXTH: Section 12 of the Agreement, as amended, shall be modified to provide that effective July 1, 2021 and thereafter, the ASSISTANT SUPERINTENDENT health insurance shall include:

- a. Upon resignation for the Assistant Superintendent, the District shall pay 100% of premium for health insurance coverage (in effect at the time of resignation) and if the employee is survived by spouse, the District will continue to pay for health insurance for the spouse.
- b. If the Assistant Superintendent is eligible for and participates in the District's voluntary option for health insurance coverage, he/she shall receive fifty percent (50%) of the cost of the health insurance premium costs to opt out of the program.

SEVENTH Section of the Agreement, and the provision of medical and dental insurance shall include:


- a. The District will pay one hundred percent (100%) of the premium for individual or family dental care for the Assistant Superintendent and his/her immediate family, at no cost to the Assistant Superintendent, during his/her retirement under the District's self-insured dental program. If the Assistant Superintendent is survived by his/her spouse, the District will continue to pay one hundred percent (100%) of the premium for dental care for his/her spouse.

EIGHTH SECTION - VISION INSURANCE

The Assistant Superintendent shall be afforded vision insurance for himself and his/her immediate family, at no cost to the Assistant Superintendent. The District will pay one hundred percent (100%) of the premium for family vision care benefits for the Assistant Superintendent during his/her retirement. If the Assistant Superintendent is survived by his/her spouse, the District will continue to pay one hundred percent (100%) of the premium for vision care for his/her spouse.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals on the day and year first above set forth.

BOARD OF EDUCATION

Dated: By:  10.27.21

President, Board of Education

Dated: By: 

LISA M. BEVILACQUA

Assistant Superintendent for Human Resources and Administration

