

AGREEMENT entered into this 1st day of July 2021 by and between the HAUPPAUGE UNION FREE SCHOOL DISTRICT, with offices for the transaction of business located at 495 Hoffman Lane, Hauppauge, New York 11788, and [REDACTED]

ARTICLE I – TERM

This Agreement sets forth the salary and benefits to be paid to [REDACTED] for her services as Secretary to the Superintendent of Schools for the period from July 1, 2021 to June 30, 2026. This Agreement also sets forth [REDACTED] salary for the period July 1, 2020 to June 30, 2021. Nothing herein will be construed as constituting a guarantee of employment for the full term of this Agreement. The District may terminate this Agreement upon 30 days' prior written notice.

ARTICLE II – COMPENSATION

A. Annual Salary

1. [REDACTED] annual base salary will be as follows:

2020-2021: \$82,774

2021-2022: \$84,429

2022-2023: \$86,118

2023-2024: \$87,840

2024-2025: \$89,597

2025-2026: \$91,389

These amounts will be prorated for any partial period of service and subject to the terms set forth in Article II(A)(4).

2. [REDACTED] will receive an annual confidential stipend of \$ 6,000.

3. [REDACTED] will be paid in equal biweekly installments.

4. Notwithstanding the salaries set forth above in this Article II, the District may not grant a salary increase in 2022-2026 if, based upon its non-reviewable discretionary determination,

it would need to seek an override of the property tax cap in order to maintain existing District-wide staffing levels.

B. Longevity

1. Longevity payments will be made pursuant to the following schedule:

<u>Years of Service</u>	<u>Stipend</u>
9-10 years	\$ 625
11-13 years	\$ 875
14-15 years	\$ 1,150
16+ years	\$ 1,500

2. Longevity will be paid as part of [REDACTED] biweekly compensation.

ARTICLE III – WORKWEEK

- A. [REDACTED] normal workweek will be five days, Monday through Friday, seven hours per day, 35 hours per week, excluding one hour for lunch.
- B. When school is not in session, the workweek will be five days, Monday through Friday, from 8:00 a.m. to 3:00 p.m., including one hour for lunch.
- C. Lunch breaks may not be used in lieu of leaving prior to 3:00 p.m.
- D. Each workday, [REDACTED] will receive two paid 15-minute breaks
- E. Administrative approval must be obtained for any deviation from [REDACTED] work schedule.

ARTICLE IV – OVERTIME

- A. All overtime will be computed on a daily and weekly basis. However, there will be no pyramiding of overtime.
- B. All overtime work performed Monday through Friday will be paid at the rate of time and one-half.
- C. All work performed on a Saturday, Sunday or holiday will be paid at a rate of double time.
- D. If [REDACTED] is called in to work overtime, she will be guaranteed a

minimum of four hours' work at the applicable premium rate.

E. In lieu of receiving a payment for overtime, [REDACTED] may accumulate a maximum of two full days' compensation time in one-half hour increments that may only be taken during school recesses. [REDACTED] will submit a signed and approved timesheet for each full day accumulated.

ARTICLE V – EMERGENCY CLOSING DAYS

[REDACTED] will be paid for days when school is closed due to snow or other emergencies.

ARTICLE VI – LEAVE DAYS

A. Vacation Days

1. Each July 1, [REDACTED] will receive 21 vacation days, prorated for any partial period of service.

2. [REDACTED] may carry over unused vacation days to the next school year, which must be used by November 1 or forfeited.

3. In lieu of taking vacation, [REDACTED] may receive cash payment for up to six of her annual vacation days to be compensated at a per diem rate of 1/240th of his annual salary. [REDACTED] must submit a request for cash payment by June 30 of each school year.

B. Sick Days:

1. Each July 1, [REDACTED] will receive 12 sick days, which will be prorated for any partial period of service and which may be accumulated without limitation.

2. At the end of each year, [REDACTED] may opt to be reimbursed for up to four sick days at the per diem rate of 1/240th of her annual salary. [REDACTED] must submit a request for cash payment by June 30 of each school year.

C. Personal Days

1. Each July 1, Ms. [REDACTED] will receive three personal days, which will be prorated for any partial period of service and which may be used for personal business that cannot be conducted outside working hours. The request for personal leave will be made by formal written application using the existing procedure.

2. [REDACTED] may apply unused personal days to accumulated sick leave for use in cases of illness.

D. Bereavement Leave

1. A maximum of five consecutive days will be granted due to a death in the immediate family. These days will not be deducted from accrued leave. "Immediate family" means spouse, children, parents, parents-in-law, brothers and sisters, sons- and daughters-in-law, stepparents, stepchildren, grandparents, grandchildren or any other member of [REDACTED] family living for an extended period within her household.

2. For the death of a relative (other than immediate family), one day will be granted, which will not be deducted from accrued leave. If more than one day is required, a leave of absence must be taken.

E. Leave of Absence: Following a formal request, and upon the approval of the Superintendent of Schools, [REDACTED] may be granted a leave of absence for up to one year and will be reinstated in the same or comparable position upon her return. During the leave of absence, other than pursuant to the FMLA, [REDACTED] may, after formal request, be allowed to continue her medical insurance coverage at her expense. The leave of absence will otherwise be without pay and other benefits.

F. Jury Duty

1. Upon receiving a notice of jury duty, [REDACTED] must promptly notify the Superintendent of Schools, or designee.

2. If requested to serve as a juror, [REDACTED] will be paid her base salary, without loss of accrued time, during the period of civic obligation. [REDACTED] must remit to the District any jury duty fees received, other than mileage and meal allowance.

G. Holidays: [REDACTED] will receive 15 paid holidays per year, plus two paid floating holidays to be used during a school recess period.

H. Child Care Leave: Upon request, [REDACTED] will be granted a leave of absence without pay, not to exceed one year and will be reinstated to her position upon her return. [REDACTED] will not accrue seniority during the leave.

ARTICLE VII – INSURANCE

A. Medical Insurance: The District will provide [REDACTED] with health insurance coverage. The District will contribute 84% of the premium cost for individual or family coverage. Upon [REDACTED] retirement from the District, the District will contribute 60% of the premium cost for family or individual coverage until she reaches age 65. Upon reaching age 65, the District will pay the minimum required by State law for individual or family coverage.

B. Dental Insurance: The District will provide [REDACTED] with the same dental insurance coverage, and at the same contribution rate, as is provided to Hauppauge Teachers Association bargaining unit members.

C. Life Insurance: The District will provide [REDACTED] with a life insurance policy in the amount of \$20,000, with the District contributing 100% of the premium cost. In addition, she may purchase additional term life insurance at the District rate in an amount not to exceed her annual salary.

D. Disability Insurance: The District will provide [REDACTED] with a disability insurance policy which will provide a benefit of 2/3 of her annual base salary after six months' absence due to disability through age 65. During the initial six-month period of ineligibility for disability insurance, any illness that continues beyond 30 calendar days from the end of accumulated sick leave will be compensated by the District for any portion of the remainder of the six-month period, at a rate equal to 1/2 of her regular salary.

ARTICLE VIII – HEALTH INSURANCE DECLINATION

If legally permissible and permissible pursuant to the health insurance plan's rules or requirements [REDACTED] may decline health insurance coverage, either family or individual. If she does so for a full year, she will receive a bonus of one-half of the savings to the District due to the declination. [REDACTED] has the option of declining or not, but does not receive the bonus unless the declination is in effect for a full year.

ARTICLE IX – WORKERS' COMPENSATION DIFFERENTIAL PAYMENTS

If [REDACTED] is injured on the job, she will receive pay as follows:

A. The first consecutive seven calendar days of disability will be paid at full base salary regardless of years of service.

B. In addition, [REDACTED] will be entitled to 1 ½ week's pay for each year of employment with the District. This additional time must likewise be taken consecutively and will be directly following the first seven days of absence. All compensation checks must be returned to the District during this period.

C. After the above benefit is exhausted, [REDACTED] will use accumulated sick leave for the balance of the disability and the employee, by virtue of endorsing to the District all compensation checks received, will purchase all sick leave used during the disability. If any sick

leave time used is to be reinstated, it will be prorated as according to the amount paid to the District through Workers' Compensation checks.

D. The total number of Workers' Compensation days paid to [REDACTED] during the course of her employment will not exceed those specified in "B" above as a lifetime benefit, including the one-time use of the first consecutive seven days.

ARTICLE X – RETIREMENT PROGRAM

A. Upon retirement, disability or death, [REDACTED] will receive payment of sick time not to exceed 100 days. Payment for accumulated sick days will be based on the final year's annual salary at a per diem rate of 1/240th of the annual salary. This sum is not applicable to retirement benefits. Prior to retirement, [REDACTED] may choose one of two options to receive this payment for unused sick time:

1. In a lump sum at retirement; or
2. Upon six months' notice to her supervisor, [REDACTED] may receive the payment due for accumulated sick days divided equally into remaining pay checks.

If [REDACTED] does not select one of these two options, the payment will be in one lump sum.

C. Upon retirement, at age 55 or older, an incentive of \$3,000 will be paid to [REDACTED]
[REDACTED]

ARTICLE XI – BACKGROUND CHECKS

[REDACTED] agrees to execute the necessary consent forms for the District to perform background checks.

ARTICLE X – MISCELLANEOUS

A. The invalidity or unenforceability of any provision of this Agreement will in no way affect the validity or enforceability of any other provision.

B. This Agreement will be deemed to have been made in the State of New York, and its validity, construction and effect will be governed by the laws of the State of New York, except for choice of law provisions.

C. This Agreement will continue in full force and effect during the term of [REDACTED] employment, unless otherwise terminated, modified, or extended in accordance with the provisions of this Agreement or by subsequent written agreement ratified by the Board and executed by the parties.

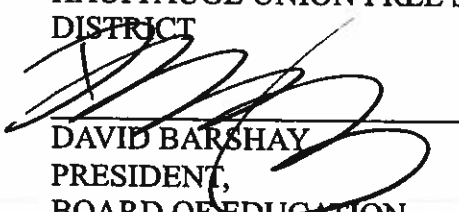
D. Nothing in this Agreement will be deemed to be a guarantee of employment for [REDACTED] for the term of this Agreement, or to restrict the District from terminating her employment in accordance with applicable law, rules and regulations.

E. This Agreement constitutes the full and complete agreement between the parties and supersedes all previous agreements, verbal or written, to the matters contained herein.

F. The provisions of this Agreement are subject to ratification by the Board of Education. If the Board does not ratify this Agreement, then it will become null and void and no adverse inference will be drawn against either party by virtue of its having entered into it.

HAUPPAUGE UNION FREE SCHOOL
DISTRICT

By:


DAVID BARSHAY
PRESIDENT,
BOARD OF EDUCATION

