

CONNETQUOT CENTRAL SCHOOL DISTRICT OF ISLIP  
780 OCEAN AVENUE, BOHEMIA, NEW YORK 11716

**EMPLOYMENT AGREEMENT PROVISIONS FOR  
THE ASSISTANT TO THE SUPERINTENDENT**

AGREEMENT made this \_\_\_\_ day of August, 2021 by Mr. John Allen and between, an employee of the Connetquot Central School District of Islip in the position entitled Assistant to the Superintendent (hereinafter, "the Employee"), and the Board of Education of the Connetquot Central School District of Islip (hereinafter, "the Board.") The AGREEMENT shall be effective from July 1, 2021 - June 30, 2023.

WHEREAS, the Board and the Employee are desirous of setting forth the terms and conditions of employment of the Employee in the Connetquot Central School District,

NOW, THEREFORE, it is understood and agreed:

**1. No Guarantee of Employment**

Nothing contained in this agreement is intended to provide any guarantee of continued employment with the District for any time period. By entering into this agreement the Board of Education is not waiving the employee's probationary term. If the employee's position is to be terminated for any reason, including, but not limited to, dissatisfaction with performance prior to the granting of tenure, or the reduction or elimination of the position due to budgetary constraints, every effort will be made to notify Employee by April 1, of each calendar year but no later than Friday after the annual district budget vote.

**2. Duties**

The Employee shall be employed by the Board as an administrative employee in the named position and shall perform such duties consistent with this position as may be assigned by the Superintendent of Schools in accordance with law.

**3. Fringe Benefits**

The Employee shall receive, at a minimum, the same fringe benefits; i.e. Health Insurance, Dental Insurance, Disability Insurance, Leave Days, Vacation Days, Holidays and Retirement Benefits (including pay for unused leave days) as are available to the members of the Connetquot Principals' and Directors' Association pursuant to that unit's collective bargaining agreement with the Board and any successor agreement. However, the employee will receive 30 vacation days per year, prorated for services less than one (1) year. Benefits include the following:

Medical Insurance - The Board shall provide the New York State Empire Health Insurance Plan with Medical and Psychiatric Enhancements (or its successor plan). It is agreed and understood that, provided the Health Insurance Plan benefits are maintained, the Board shall have the right to change administrators and/or insurance carriers upon prior notice. The Board will pay 85% of the premium for this coverage (Individual or Family) and the

Employee shall pay the remaining 15%. The Employee shall be entitled to continue Medical Insurance upon actual retirement from Connetquot and he/she shall pay 25% of the cost for premiums (Individual or Family).

Medical Insurance Waiver - If the Employee waives medical insurance coverage, he/she must provide an affidavit attesting to enrollment in an alternate health insurance plan. The Employee must waive for at least six (6) months to be eligible. The District shall pay by separate check, an amount equal to 50% of the District's cost for the premium (Individual or Family coverage.) Payments will be made semi-annually.

Leave Days - Twenty (20) leave days per employment year, prorated for services less than one (1) year, for any and all reasons including sick leave. The best judgment of the individual shall be exercised in taking the aforesaid leave days. Absences for jury duty, conference days and professional visitation days shall not be deducted from the leave days' entitlement.

Group Term Life Insurance - The Board shall provide life insurance coverage for the Employee, in the amount of \$250,000.

Dental Insurance - The Board shall pay the sum of \$1,175 as reimbursement for dental coverage/vision coverage obtained by the employee.

Disability Insurance - The Board shall contribute the sum of \$2,000 annually toward the purchase of Disability Insurance for the Employee.

Travel Allowance - The Employee shall receive an allowance of \$5,000 annually for intra-district use of his/her vehicle, paid in equal installments annually.

Vacation - The Employee will receive 30 paid vacation days per year, prorated for services less than one (1) year. The Employee shall be entitled to cash-out a maximum of five (5) unused vacation days annually, which shall be paid at the rate of 1/220<sup>th</sup> of the then current salary.

Holidays - The Employee shall receive the following as paid holidays, provided however, that they are not used as makeup student session days.

- |                        |                               |
|------------------------|-------------------------------|
| Independence Day       | New year's Eve                |
| Labor Day              | New Year's Day                |
| Rosh Hashanah          | Martin Luther King's Birthday |
| Yom Kippur             | Presidents' Day               |
| Columbus Day           | Veteran's Day                 |
| Thanksgiving Day       | Memorial Day                  |
| Day after Thanksgiving | Good Friday                   |
| Christmas Eve          | Juneteenth                    |
| Christmas Day          |                               |

#### **4. Unused Accumulated Sick Day Compensation**

- a. A central office administrator who retires in the first year of eligibility for regular retirement without penalty under the provisions of the New York State Teachers Retirement System may buy back up to 200 sick days at \$500 per day. The total amount may not exceed \$100,000.
- b. A central office administrator who retires in the second year of eligibility for regular retirement without penalty under the provisions of the New York State Teachers Retirement System may buy back up to 150 sick days at \$500 per day. The total amount may not exceed \$75,000.
- c. A central office administrator who retires in the third year of eligibility for regular retirement without penalty under the provisions of the New York State Teachers Retirement System may buy back 125 days at \$500 per day. The total amount may not exceed \$62,500.
- d. A central office administrator who retires after his/her third year of eligibility for regular retirement under the provisions of the New York State Teachers Retirement System may buy back 100 days at \$500 per day. The amount may not exceed \$50,000.

Unused accumulated sick leave compensation shall be paid as a 403(b) "non-elective" contribution by the District.

e. The Board may, in its sole non-grievable discretion, permit central office administrators to remain eligible for unused accumulated sick day compensation provided the following conditions are met:

1. The central office administrator submits a request to the Superintendent of Schools for approval by the Board for an extension of eligibility for unused accumulated sick day compensation by April 1. The Board shall notify the central office administrator of its action within 30 days from the date of request.
2. The Board grants such extension.

Requests may be made by a central office administrator, and the fact that one is granted does not establish a precedent for future requests. No reason need be given for the granting or refusal of such extension.

The granting of requests pursuant to this policy shall not act so as to change the irrevocable nature of the notification of the retirement submitted pursuant to this policy.

#### **5. Salary**

The salary for 2021-2022, commencing July 1, 2021, shall be \$164,733, and shall be no less than that in future years.

The salary for 2022-23, commencing July 1, 2022, shall be improved by 2% from the 2021-22 salary.

**6. Longevity**

Longevity is based on years as a central office administrator in the Connetquot School District. Longevity payments are not included in the salaries delineated above.

Years	Longevity
0-3	\$0
4-7	+\$1,500
8-10	+\$1,500
11-13	+\$1,500
14-16	+\$1,500
17-19	+\$1,500
20-22	+\$1,500

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Signature

\_\_\_\_\_  
President, Board of Education  
Connetquot Central School District

\_\_\_\_\_  
Superintendent of Schools  
Connetquot Central School District