

**BENEFITS PACKAGE**  
**FOR**  
**DIRECTOR OF FACILITIES**

Subject to any further negotiations that may be required in accordance with the Taylor Law, **THE BOARD OF EDUCATION OF THE HALDANE CENTRAL SCHOOL DISTRICT**, with offices at 15 Craigsides Drive, Cold Spring, New York, hereinafter referred to as "The Board", does hereby establish the following benefits package for Timothy Walsh, hereinafter referred to as the "Director of Facilities", made this 19 day of November, 2019.

1. **Work Year/Work Day.** The work year for the Director of Facilities shall be twelve (12) months and shall encompass 247 work days. The work day for the Director of Facilities shall be as assigned by the Superintendent of Schools.
  
2. **Duties.** The Director of Facilities' duties shall be those assigned by the Superintendent of Schools.
  
3. **Salary.**
  - A. Effective Dec 9, 2019, the Director of Facilities shall be paid at the annual rate of One Hundred Fifteen Thousand Dollars (\$115,000) through June 30, 2020. The Director of Facilities' salary in subsequent years shall be determined by the Board of Education, but shall not be reduced from the prior year's salary.
  
  - B. Salary shall be paid in equal installments in accordance with the rules of the Board governing payment of the professional staff members of the District.
  
4. **Holidays.** The Director of Facilities shall be entitled to all regularly

scheduled District paid holidays as described in the contract between the Board of Education and the CSEA.


- B. **Vacation.** The Director of Facilities shall be entitled to twenty (20) days of vacation annually, vested upon the beginning of each year of employment, which shall be taken by him at such time(s) during the year as determined by him and with the prior approval of the Superintendent of Schools, exclusive of legal holidays of the District. If unused at the end of the school year, up to five (5) days of vacation may be carried over to the next school year. In addition, up to five (5) days will be paid as salary at the salary rate in effect during the school year they were not used in the first payroll following the end of the school year.
  
- C. **Sick Leave.** The Director of Facilities shall be entitled be entitled to twelve (12) days of sick leave each year.
  
- D. **Personal Leave.** The Director of Facilities shall be entitled to four (4) days of personal leave per year without the loss of compensation or deduction from accumulated vacation or sick leave credits, subject to the prior approval of the Superintendent of Schools.
  
- E. **Military Leave.** The Director of Facilities shall be entitled to ten (10) days of paid Military Leave for purposes of discharging his service obligation to the U. S. Coast Guard, subject to the prior approval of the Superintendent of Schools.
  
- F.. **Bereavement Leave.** The Director of Facilities shall be entitled to five (5) consecutive days of bereavement leave for a death in the immediate family, as defined in the contract between the Board of Education and the CSEA.

5. **Insurances.**

- A. **Health Insurance.** The Director of Facilities shall be entitled to District funded individual or family health insurance coverage in the health insurance plan offered by the District to members of the CSEA bargaining unit, with the Director of Facilities contributing 12.5% of the applicable premium. If the Director of Facilities waives individual coverage he shall receive a payment of \$2,300; if he waives family coverage he shall receive a payment of \$6,000; if he changes from family to individual coverage he shall receive a payment of \$3,000.
  
- B. **Dental & Vision Insurance.** The Director of Facilities shall be entitled to the dental & vision insurance benefits offered to members of the CSEA bargaining unit.
  
- C. **Health Insurance in Retirement.** Upon his retirement from the District and after a minimum of ten years' service for the purpose of receiving benefits from the New York State Employees' Retirement System, the Board shall provide the Director of Facilities with individual or family health insurance, with the District paying 65% of the premium for individual coverage and 35% of the premium for family coverage.

**S O A G R E E D :**

**BOARD OF EDUCATION OF THE  
HALDANE CENTRAL SCHOOL DISTRICT**

BY:   
\_\_\_\_\_  
**JENNIFER DALY, PRESIDENT**

BY:   
\_\_\_\_\_  
**TIMOTHY WALSH, DIRECTOR OF FACILITIES**