

**SECOND ADDENDUM AGREEMENT TO
SUPERINTENDENT'S CONTRACT**

BY AND BETWEEN THE BOARD OF EDUCATION OF THE HALDANE CENTRAL SCHOOL DISTRICT, with offices at 15 Craigside Drive, Cold Spring, New York 10516 (hereinafter referred to as the "Board") and **DR. PHILIP BENANTE** (hereinafter referred to as the "Superintendent"), collectively referred to as "the parties";

WHEREBY, the parties agree to amend the provisions of the Superintendent's May 1, 2018 Contract, as modified by a July 1, 2019 Addendum Agreement, as follows:

1. Effective July 1, 2021, extend the duration of the Contract through June 30, 2026.
2. Effective July 1, 2021, increase the Superintendent's salary by 2%.
3. Modify Paragraph 10.B of the May 1, 2018 Contract effective July 1, 2021 to permit the Superintendent to sell back to the District up to eight (8) unused vacation days per year at the rate of 1/240th of his then-current base salary.
4. Replace Paragraph 11.A.1 of the May 1, 2018 Contract effective July 1, 2021 with the following language: "The Superintendent shall be entitled to District-funded health insurance, with the Superintendent contributing 20% of the individual or family premium."
5. Add New Paragraph 11.A.3 to the May 1, 2018 Contract effective July 1, 2021: "Upon the Superintendent's retirement from the District after having been employed by the District for at least ten (10) years for the purpose of receiving benefits from the New York State Teachers' Retirement System, the Superintendent shall be entitled to District-funded individual or family health insurance for the remainder of the Superintendent's life, with the Superintendent contributing the same percentage of the applicable individual or family health insurance premium that he paid during the final year of his employment with the District."

6. Add New Paragraph 11.C to the May 1, 2018 Contract effective July 1, 2021: "The Superintendent shall be reimbursed up to \$4,000 per year for additional term life and/or disability insurance coverage."

7. Replace Paragraph 13 of the May 1, 2018 Contract effective July 1, 2018 with the following language: "The Board shall pay 100% of the annual dues for the Superintendent's membership in the New York State Council of School Superintendents, the American Association of School Administrators, the Lower Hudson Council of School Superintendents, and the Mid-Hudson School Study Council."

All other terms of the Employment Provisions not modified by this Second Addendum Agreement shall remain in full force and effect.

SO AGREED effective the 1st day of July, 2021.

HALDANE CENTRAL SCHOOL DISTRICT

BY:



BOARD OF EDUCATION

THE SUPERINTENDENT



DR. PHILIP BENANTE