

**EMPLOYMENT AGREEMENT:
PAULETTE COY-WILLIAMS
AS
INTERIM ASSISTANT PRINCIPAL**

AGREEMENT, made this _____ day of June, 2024 by and between the BOARD OF EDUCATION OF THE MANHASSET UNION FREE SCHOOL DISTRICT (“Board”), Town of North Hempstead, New York, and Paulette Coy-Williams, residing at [REDACTED] [REDACTED] (“Interim Assistant Principal” or “Ms. Coy-Williams”).

W I T N E S S E T H:

WHEREAS, the Board has offered to employ Ms. Coy-Williams as the Interim Assistant Principal for the Manhasset Secondary School upon the terms and conditions set forth herein; and

WHEREAS, New York State Retirement & Social Security Law § 211 currently permits retired school district employees to return to work for a public school district until June 30, 2025 without restrictions; and

WHEREAS, Ms. Coy-Williams has accepted such offer of employment; and

WHEREAS, it is the parties’ belief that a written contract fully specifying the terms and conditions of the Ms. Coy-Williams’ employment by the District will promote effective communication between the parties;

NOW, THEREFORE, in consideration of the agreements hereinafter set forth, and other good and valuable consideration, the parties agree as follows:

1. Term. The term of employment shall commence July 1, 2024 and shall continue through June 30, 2025 unless sooner terminated by the Board.
2. Certification. The Interim Assistant Principal shall possess a valid certificate to act as a building-level school administrator in the State of New York at all times during the term of her employment with the District.

3. Duties. The Interim Assistant Principal agrees to perform, to the best of her ability, all of the duties and responsibilities customarily performed by an assistant principal of a public secondary school, in accordance with the laws of the State of New York and applicable rules and regulations of the Board of Regents and the Commissioner of Education of New York, as well as such other duties as may be assigned by the Building Principal of Manhasset Secondary School and/or the Superintendent of Schools.

4. Salary. (a) The Interim Assistant Principal's annual salary for the period of July 1, 2024 through June 30, 2025 shall be \$176,451.84 and shall be paid in equal installments in accordance with the rules of the Board governing salary payment to administrative employees.

5. Work Week/Work Hours. The Interim Assistant Principal will work a daily and weekly schedule as assigned by the Building Principal of Manhasset Secondary School and/or the Superintendent of Schools.

6. Sick and Personal Leave. The Interim Assistant Principal will be credited annually with 15 days of paid sick leave days on July 1st of each year, three of which may be used for personal business, legal, illness in the immediate family, or religious observance.

7. Benefits. Except for statutorily required benefits, such as Workers Compensation and FICA deductions, the Interim Assistant Principal shall be provided with no fringe benefits. By this agreement, the Interim Assistant Principal acknowledges that she has specifically declined health care coverage and all other fringe benefits through this employment agreement.

8. Confidentiality. The Interim Assistant Principal acknowledges that in connection with her employment, she may become privy to information which is confidential in nature. The Interim Assistant Principal shall not use, publish, discuss, disclose, or communicate the contents of such confidential information, directly or indirectly, with third parties, except as is necessary to carry out the duties of her employment. The Interim Assistant Principal further agrees that any information

received by her during the course of the services provided by this agreement which concerns the personal, financial, or other affairs of the Board, its employees, agents, clients, and/or students will be treated by the Interim Assistant Principal in full confidence and will not be revealed to any other persons, firms, or organizations. The parties further agree that the terms and conditions in this paragraph shall survive the expiration and/or termination of this agreement.

9. Indemnification and Legal Representation. In addition to those rights provided by law, the Board agrees to provide legal counsel and to indemnify the Interim Assistant Principal against all uninsured financial loss arising out of any claim, demand, suit, or judgment by reason of alleged negligence or other non-intentional conduct resulting in bodily or other injury to any person, or damage to the property of any person, committed while the Interim Assistant Principal is acting within the scope of her employment, or otherwise under the direction of the Board. This obligation shall supplement and be in addition to any rights which the Interim Assistant Principal may have arising under the laws of the State of New York, including, but not limited to, Education Law §§ 3023, 3028, 3811, 3813, and Section 18 of the Public Officers Law.

10. Governing Law. This agreement has been entered into under, and shall be governed in accordance with, the laws of the State of New York.

11. Paragraph Headings. The paragraph headings in this agreement are for convenience of reference only; if there is a conflict between any such heading and the text of this agreement, the text shall control.

12. Written Agreement. This agreement shall continue in full force and effect for the term expressed herein, unless otherwise terminated, modified or extended in accordance with the provisions hereof, and shall not be susceptible to oral modifications, nor shall parol evidence be admissible to establish any oral modification thereof.

13. Invalid Provisions. If any term, provision, covenant, or condition of this agreement, or the application thereof to any person, place, or circumstance, shall be held by a court of competent jurisdiction to be invalid, unenforceable, or void, the remainder of this agreement and such term, provision, covenant, or condition as applied to other persons, places, and circumstances shall remain in full force and effect.

14. No Prior Agreements. This agreement constitutes the full and complete agreement between the Board and the Interim Assistant Principal and supersedes all prior written and oral agreements, commitments, or understandings with respect thereto. This agreement may not be altered, changed, added to, deleted from, or modified except through the mutual written consent of the parties.

15. Agreement Construction. This agreement has been arrived at mutually and is not to be construed against any party hereto as being the drafter hereof or causing the same to be drafted.

16. Severability. The invalidity or unenforceability of any provision herein shall in no way affect the validity or enforceability of any other provisions.

IN WITNESS WHEREOF, the parties have executed this agreement the day and year first above written.

BOARD OF EDUCATION OF THE
MANHASSET UFSD

BY: _____ Date: _____
Steven Panzik, President
Board of Education

_____ Date: _____
Paulette Coy-Williams
Interim Assistant Principal