EMPLOYMENT AGREEMENT

AGREEMENT made this 24th day of June 2025, by and between the Board of Education of the Manhasset Union Free School District with offices at 200 Memorial Place, Manhasset, New York 11030 (hereinafter "Board") and Dr. Christopher J. Pellettieri, residing at [redacted] (hereinafter "Dr. Pellettieri" or "Interim Superintendent").

WHEREAS, the position of Superintendent of Schools will be vacated effective as of the close of business on July 31, 2025; and

WHEREAS, the Board will begin the process of searching for a new Superintendent; and

WHEREAS, while said search continues, the Board desires to appoint a certified and qualified individual to serve as Interim Superintendent of Schools; and

WHEREAS, Dr. Pellettieri possesses the necessary certification and is qualified to perform as Interim Superintendent of Schools of the Manhasset Union Free School District; and

WHEREAS, the Board has offered to employ Dr. Pellettieri in such capacity; and

WHEREAS, the parties have mutually agreed upon the following terms and conditions relative to Dr. Pellettieri's employment by the District;

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 August 1, 2025 and shall continue to June 30, 2026, unless further extended or sooner terminated as set forth herein. The Board may terminate this Agreement upon thirty days' notice to the Interim Superintendent, with

or without cause. In the event the Interim Superintendent wishes to terminate this Agreement, he shall provide the Board with written notice sixty days prior to termination.

2. **Interim Superintendent's Duties and Responsibilities:**

a. The Interim Superintendent shall be the Chief Administrative Officer of the District and shall have the power and obligation to perform all those duties and to accept all those responsibilities as are:

b. Imposed upon or granted to a Superintendent of Schools by the Education Law of the State of New York, or the Rules and Regulations of the Commissioner of Education or Board of Regents;

c. Normally associated with the position of Superintendent of Schools, including, but not limited to, budget formulation and administration, business administration, curriculum, public relations, personnel management and labor relations;

d. Specified in the Policy Manual and Regulations of the Board;

e. To keep the Board advised of all matters concerning the administration of the District;

f. The Interim Superintendent may be requested to attend and represent the District at meetings conducted by other governmental agencies or local groups, where issues concerning the District are involved;

g. The Interim Superintendent shall possess during the term of this agreement a valid and appropriate certification as defined in the Education Law to act as a Superintendent of Schools in the State of New York;

h. The Interim Superintendent may seek to continue his professional development and participation in relevant learning experiences and may attend same after receiving prior Board approval.

3. **Work Year:** The Interim Superintendent's work year shall be eleven (11) months, August 1, 2025, through June 30, 2026. The Interim Superintendent's daily rate shall be calculated at the rate of 1/220 of his base salary. Except in cases of emergency, the Interim Superintendent shall not be required to work on days designated as legal holidays when the District's Central Office is closed.

4. **Compensation**: The Interim Superintendent's base salary for the period August 1, 2025 through June 30, 2026 shall be $271,426, and shall be paid in equal installments during the period of this Agreement in accordance with the rules of the Board governing salary payment to administrative employees, and from which the usual, customary and required deductions and taxes, social security and other withholdings shall be made.

5. **Vacation:** The Interim Superintendent shall be entitled to twenty-three (23) paid vacation days during the period of this agreement. Eight (8) days of which shall be credited on August 1, 2025, and the remaining fifteen days shall be earned at the rate of 1.5 days per month. The Interim Superintendent shall be entitled to be paid for up to ten (10) unused vacation days, upon the completion of the eleven-month work year, to be paid at the Interim Superintendent's daily rate.

6. **Sick Leave:** The Interim Superintendent shall be credited with ten (10) sick leave days on August 1, 2025, which may be used for personal illness, religious holidays, or illness in the immediate family. Three of such days may be used for personal business.

7. **Bereavement Leave:** The Interim Superintendent shall be entitled to a maximum of five (5) days for a death in his immediate family, i.e., spouse, child, sibling, parent, parent-in-law, and grandparent. Bereavement leave days shall be exclusive of sick leave.

8. **Professional Expenses:** The Interim Superintendent shall be reimbursed for his dues for membership in the following professional associations: Nassau County Council of School Superintendents, New York State Council of School Superintendents, and the American Association of School Administrators. The Interim Superintendent may attend, at District

expense, such professional conferences or meetings pertaining to educational matters that the Interim Superintendent and the Board deem beneficial to the District, within the budget allotted for such purpose. Prior to attending professional conferences or meetings which will cause the Interim Superintendent to be absent from the District for a period of twenty-four hours when school is in session, the Interim Superintendent shall first seek and obtain express approval from the Board.

9. **Reasonable Expenses**: The District shall reimburse the Interim Superintendent for reasonable and necessary expenses incurred in connection with his duties as Interim Superintendent up to Five Hundred Dollars ($500). In all cases, the Interim Superintendent shall provide an itemized proof of such expenditures in accordance with District practice and policy for reimbursement.

10. **Insurance Coverage**: The Interim Superintendent shall not be provided with health or any other type of insurance coverage by the School District during the term of this Agreement.

11. **Indemnification**: The Board shall provide the Interim Superintendent the protections afforded by Education Law sections 3023, 3028, 3811, and 3813, and Public Officers Law section 18 with respect to any actions of the Interim Superintendent taken within the scope of his employment or under the direction of the Board.

12. **Other Work**: The Interim Superintendent shall devote his full time, skill, labor and attention to the discharge of his duties during the term of this Agreement; provided, however, that upon notice to and approval by the Board, he may undertake consultative work, speaking engagements, writing, lecturing or other professional duties, obligations and activities, with or without remuneration, so long as such activities do not interfere with the full and faithful discharge of the Interim Superintendent's duties and responsibilities as specified herein.

13. **Referrals**: The Board, individually and collectively, shall promptly and discreetly refer to the Interim Superintendent for his study and recommendation, all criticisms

and complaints, suggestions, communications or comments regarding the administration of the District or the Interim Superintendent's performance of his duties.

14. **Mutual Termination**: The majority of the Board, by resolution, and the Interim Superintendent may mutually agree in writing to terminate or otherwise modify this Agreement during the term thereof.

15. **Severability**: If any provision of this Agreement shall be determined to be contrary to law, it is understood and agreed that such provision shall be deleted and the balance of this agreement shall remain in full force and effect.

16. **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.

17. **Governing Law**: This Agreement has been entered into under, and shall be governed in accordance with, the laws of the State of New York and applicable Federal laws and regulations.

18. **Written Agreement**: This Agreement contains the entire understanding between the parties as to the terms and conditions of the Interim Superintendent's employment by the Board and there are no representations, conditions, understandings, promises, or considerations of any nature whatsoever, except as herein expressed.

FOR THE MANHASSET UFSD
BOARD OF EDUCATION:

_____ Date:_____
Steven Panzik, President

_____ Date: 6/25/25
Dr. Christopher J. Pellettieri