

Salary and Benefits Agreement for

AGREEMENT made this 2nd day of July, 2012, by and between the BOARD OF EDUCATION of the ELWOOD UNION FREE SCHOOL DISTRICT (hereinafter referred to as the "Board" or the "District") with offices for the transaction of business located at 100 Kenneth Avenue, Greenlawn, New York 11740 and (hereinafter referred to as the "Employee").

WHEREAS, the Board has been advised that it is legally permissible for the Board to contractually obligate itself to provide the terms and conditions of employment herein more particularly described; and

WHEREAS, both parties acknowledge that the Employee was duly appointed to the position of Administrative Assistant effective March 12, 2007 and then appointed as District Data Coordinator effective July 1, 2011 in the Elwood Union Free School District; and

WHEREAS, the employment status of the Employee and the termination of her employment are subject solely to the procedures set forth in various provisions of the Civil Service Law and nothing herein contained shall be deemed to have modified the foregoing in any respect; and

WHEREAS, this Salary and Benefits Agreement shall supercede and replace any prior agreement between the parties governing the terms and conditions of the employment of the Employee.

NOW, THEREFORE, based upon the mutual covenants and understanding between the Employee and the Board, it is understood and agreed:

I. **SCOPE OF EMPLOYMENT:** The Employee shall be employed as the District Data Coordinator in accordance with the terms and conditions of the within Agreement.

II. **DURATION:** This Agreement shall be effective for the period from July 1, 2012 through June 30, 2013.

III. **SALARY:**

- a. The annual salary for the District Data Coordinator for the year July 1, 2012 through June 30, 2013 shall be \$87,235, including longevity, as follows:

2011-12 base salary	\$84,250
+ 2% increase	<u>1,685</u>
2012-13 salary	\$85,935
Longevity	<u>1,300</u>
2012-13 salary	\$87,235

- b. The Employee's salary is inclusive of any additional work time that may be necessary after normal business hours.

- c. In addition, the following longevity payments will be made: the Employee shall continue to be paid a longevity payment for the first ten (10) years of service in the District of \$1,300. This will apply for the 2012-2013 school year. Thereafter, following the first fifteen (15) years of service in the District, the Employee shall receive an additional \$975 per year for a cumulative total of \$2,275 and after twenty (20) years of service in the District, the Employee shall receive an additional \$925 per year for a cumulative total of \$3,200.
- d. The salary for any year commencing thereafter shall be determined as follows:
 - i. On or about May 15th of each year, the Board shall meet to discuss the Superintendent's recommendation, if any, as to what appropriate salary increase (and/or other forms of compensation and/or modification of benefits) shall be made to the salary, benefits and other compensation provided by this Agreement. The decision of the Board shall be communicated to the Superintendent of Schools (the "Superintendent") and thereafter by the Superintendent to the Employee on or about each June 30th during the term of this agreement.
 - ii. Any increase in the salary (and/or other forms of compensation or modification of the benefits) of the Employee shall be in writing in the form of an amendment to this Agreement. Notwithstanding the above, any salary (or benefits) increase awarded to the Employee shall not be considered to be a new agreement between the District and the Employee.
 - iii. It is understood that the salary paid (or benefits granted) to the Employee in any year pursuant to this Agreement shall not be reduced from the salary paid to the Employee in any subsequent year, unless agreed to in writing by both the Employee and the Board.
- e. Salary payments shall be electronically directly deposited into a bank account of Employee's choice.

IV. BENEFITS:

- a. Medical Insurance. The District agrees to provide health insurance under the State Health Insurance Plan in accordance with the provisions of such plan to the Employee on an individual or family basis, subject to the regulations and conditions established by the insurance carrier. During the term of the Employee's employment hereunder, the District shall pay 90% of the premium in effect on June 30, 2004 and 75% of any additional increases after that date, and the Employee shall contribute 10% of the June 30, 2004 premiums for the Employee's participation in the District's individual or family medical insurance/health care program plus 25% of any additional increases after that date.

- b. Employee may elect to waive participation in the New York State Health Insurance program provided by the District in exchange for a cash payment during each calendar year. The amount of such payment from the District will be the same as it pays for members of the Council of Elwood Administrators, as provided for in its existing collective bargaining agreement with that unit and all successor agreements. The existing amount for the 2012-2013 school year is \$1,500 for waiver of applicable Individual coverage or \$3,000 for waiver of applicable Family coverage.
- c. The District shall pay 75% of family coverage, or 85% of individual coverage (whichever is applicable) of the cost of health insurance on behalf of the employee upon retirement under the service retirement provisions of the New York State Retirement System, provided the Employee has a minimum of ten (10) years of Elwood service.
- d. Dental Insurance. During the term of the Employee's employment hereunder, the Employee's portion of the annual dental insurance premium will be \$35.00 for Individual coverage and \$75.00 for Family coverage.
- e. Disability Insurance. During the term of the Employee's employment hereunder, the District shall pay 100% of the premium payment for the Employee's participation in the disability insurance plan in effect. Coverage will take effect at the expiration of unused sick leave or ninety calendar days from the onset of the condition, whichever period is longer. Should unused sick, personal and vacation leave be insufficient to provide full salary for the 90 calendar day waiting period, the district will continue Employee on payroll at 66 2/3% of salary from the expiration of all sick, personal and vacation leave until the 90 day waiting period is satisfied. In no event will such extended 66 2/3% payments to Employee continue beyond 90 calendar days from the onset of the absence period, regardless of the status of any pending application for long-term disability.
- f. Life Insurance. During the term of the Employee's employment hereunder, the District shall pay 100% of the premium payment for a term life insurance policy, insuring the life of the Employee in an amount equal to one hundred (100%) percent of annual salary rounded to the nearest \$500.00. The insurance plan shall also provide Employee with the opportunity to purchase additional insurance up to the face amount of \$10,000, at no cost to the District.
- g. Excess Major Medical. During the term of the Employee's employment hereunder, the District shall pay 50% of the premium payment for the Employee's participation in an excess major medical program for as long as the District provides such coverage.
- h. Tax Sheltered Annuity. The District shall make a Tax Sheltered Annuity Plan available to Employee, with the Employee responsible for all plan contributions.

- i. Sick Leave. Effective July 1, 2012, and during each year of the Employee's employment hereunder, the Employee shall be granted thirteen (13) sick days per year with an unlimited accumulation of unused sick days.
- j. Vacation. During each year of the Employee's employment hereunder, the Employee shall be granted twenty-five (25) vacation days per year. A maximum of ten (10) days of unused vacation time shall be paid to the Employee at the then current per-diem rate of pay at the end of the fiscal year in which it was available for use, with the per diem rate based on 1/260th of the Employee's salary.
- k. Personal Leave. During each year of the Employee's employment hereunder, the Employee shall be granted three (3) personal leave days per year. Any unused personal business days will be accumulated as sick days. Unused sick and personal leave may be accumulated annually without limit.
- l. Bereavement Leave. A maximum of five (5) days of leave shall be granted by reason of a death in the immediate family. "Immediate family" is defined as spouse, children, mother, father, all siblings and their spouses and/or domestic partners, grandfather, grandmother, father-in-law, mother-in-law, grandchildren, son-in-law, daughter-in-law, and other members of the household of which the employee is a part.
- m. Jury Duty. Upon written notification and appropriate verification to the District, absence for jury duty shall be granted. Compensation received for jury duty, with the exception of travel and expenses reimbursement, if any, shall be refunded to the District.
- n. Retirement. Eligibility for participation in the New York State Employees' Retirement System (NYSERS) plan.

Upon service retirement under the rules defining service retirement in the New York State Employees' Retirement System, and with a minimum of ten (10) years of Elwood service, the Employee will be eligible for payment of unused sick leave based upon one (1) day's credit for each three (3) days of accumulated leave. This provision is also available if the Employee is laid off because of school closings or declining enrollment.

The Employee having served at least ten (10) years in the Elwood School District shall be paid an incentive of \$850 for each year of employment up to a maximum of fifteen (15) years of employment in the District if the Employee retires during her first year of eligibility.

V. **WORK YEAR:**

- a. The Employee's work year is twelve (12) months.
- b. The Employee's hours of work during the summer (July 1 – August 31), Superintendent's Conference Days and recess periods will normally be from 8:00 am to 2:30 pm, with lunch reduced from one hour to 45 minutes.
- c. The Employee shall not be required to be present during any Christmas recess or use any vacation days during that week.
- d. Employee is entitled to nineteen (19) holidays with pay per year. The 19 specific holidays shall consist of all Federal and State holidays, plus additional days to be defined by the District before the start of each year.
- e. The Employee will not be required to report to work on days when school has been closed due to inclement weather. If schools are required to close early due to emergency conditions, Employee will be dismissed one-half hour after the last school in the district has been dismissed.

VI. **VANDALISM:** Reasonable and legitimate claims made by Employee for damage to personal property will be reimbursed.

VII. **WRITTEN AGREEMENT:** This Agreement shall continue in full force and effect during the term of employment of the Employee unless otherwise modified or extended in accordance with the provisions of this Agreement, or by an agreement in writing between the parties.

VIII. **SEVERABILITY:** If any provision of this Agreement is determined to be contrary to law, it is understood and agreed that such provision shall be deemed deleted and the balance of the Agreement without such deleted provision, if otherwise lawful, shall remain in full force and effect.

IX. **GOVERNING LAW:** This Agreement shall be governed by the laws of the State of New York, with venue for any claim in Suffolk County.

X. **ENTIRE AGREEMENT:** This Agreement constitutes the full and complete agreement between the Board and the Employee and may not be altered, changed, added to, deleted from, or modified except through the mutual written consent of the parties.

XI. **TITLE:** The Civil Service Title will remain as Senior Administrative Assistant with the duties following those outlined in the job description for District Data Coordinator, a copy of which is attached hereto and made a part of this agreement. Additional duties will be discussed between the Employee and the District.

Elwood Union Free School District



Board President
Board of Education,
Elwood Union Free School District

Dated: 7-2-12

Dated: 7/2/12

FIRST AMENDMENT

FIRST AMENDMENT to the Salary and Benefits Agreement between the BOARD OF EDUCATION of the ELWOOD UNION FREE SCHOOL DISTRICT and

WHEREAS, the parties entered into an Agreement effective July 1, 2012 which was effective from July 1, 2012 through June 30, 2013; and

WHEREAS, the parties are desirous of amending said Agreement; and

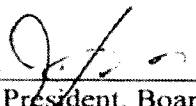
NOW, THEREFORE, based upon the mutual covenants and understanding between the Employee and the Board, it is understood and agreed:

1. **TERMS OF EMPLOYMENT:** All of the terms of employment set forth in the aforesaid Agreement shall remain in full force and effect except as modified herein.
2. **DURATION:** This Agreement shall be extended from July 1, 2013 through June 30, 2014.
3. **SALARY:** The annual salary for the District Data Coordinator for the year July 1, 2013 through June 30, 2014 shall be \$89,929 as follows:

2012-13 base salary	\$85,935
+ 2.0% increase	<u>1,719</u>
2013-14 base salary	\$87,654
+ Longevity	<u>2,275</u>
2013-14 total salary	\$89,929
4. **HEALTH INSURANCE:** The District Data Coordinator may elect to waive participation in the New York State Health Insurance Program provided by the District in exchange for a cash payment during each calendar year if permissible by the rules and regulations set forth by NYSHIP. The amount of such payment from the District will be the same as it pays for members of the Council of Elwood Administrators, as provided for in its existing collective bargaining agreement with that unit and all successor agreements. The existing amount for the 2013-2014 school year is \$1,500 for waiver of applicable Individual coverage or \$3,000 for waiver of applicable Family coverage.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals.

Elwood Union Free School District



Board President, Board of Education of
the Elwood Union Free School District

Dated: 7-1-13

Dated: 6/24/13

SECOND AMENDMENT

SECOND AMENDMENT to the Salary and Benefits Agreement between the BOARD OF EDUCATION of the ELWOOD UNION FREE SCHOOL DISTRICT and

WHEREAS, the parties entered into an Agreement effective July 1, 2012 which was effective from July 1, 2012 through June 30, 2013, extended through June 30, 2014 and

WHEREAS, the parties are desirous of amending said Agreement; and

NOW, THEREFORE, based upon the mutual covenants and understanding between the Employee and the Board, it is understood and agreed:

1. **TERMS OF EMPLOYMENT:** All of the terms of employment set forth in the aforesaid Agreement shall remain in full force and effect except as modified herein.
2. **DURATION:** This Agreement shall be extended from July 1, 2014 through June 30, 2015.
3. **SALARY:** The annual salary for the District Data Coordinator for the year July 1, 2014 through June 30, 2015 shall be \$91,209 as follows:

2013-14 base salary	\$87,654
+ 1.46% increase	<u>1,280</u>
2014-15 base salary	\$88,934
+ Longevity	<u>2,275</u>
2014-15 total salary	\$91,209

4. **WORK YEAR:** Paragraph c. amended as follows: The Employee shall not be required to be present during any Christmas recess or use any vacation days during that week. In addition, the Employee shall be required to work a total of three (3) days during the remaining two recess periods, namely, February and Spring.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals.

Elwood Union Free School District



Board President, Board of Education of
the Elwood Union Free School District

Dated: _____

Dated: 6/26/2014



THIRD AMENDMENT

THIRD AMENDMENT to the Salary and Benefits Agreement between the BOARD OF EDUCATION of the ELWOOD UNION FREE SCHOOL DISTRICT and

WHEREAS, the parties entered into an Agreement effective July 1, 2012 which was effective from July 1, 2012 through June 30, 2013, extended through June 30, 2015 and

WHEREAS, the parties are desirous of amending said Agreement; and

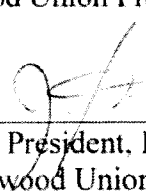
NOW, THEREFORE, based upon the mutual covenants and understanding between the Employee and the Board, it is understood and agreed:

1. **TERMS OF EMPLOYMENT:** All of the terms of employment set forth in the aforesaid Agreement shall remain in full force and effect except as modified herein.
2. **DURATION:** This Agreement shall be extended from July 1, 2015 through June 30, 2016.
3. **SALARY:** The annual salary for the District Data Coordinator for the year July 1, 2015 through June 30, 2016 shall be \$92,650 as follows:

2014-15 base salary	\$88,934
+ 1.62% increase	<u>1,441</u>
2015-16 base salary	\$90,375
+ Longevity	<u>2,275</u>
2015-16 total salary	\$92,650

IN WITNESS WHEREOF, the parties hereto have set their hands and seals.

Elwood Union Free School District



Board President, Board of Education of
the Elwood Union Free School District

Dated: 6-18-15

Dated: 6/11/15

FOURTH AMENDMENT

FOURTH AMENDMENT to the Salary and Benefits Agreement between the BOARD OF EDUCATION of the ELWOOD UNION FREE SCHOOL DISTRICT and

WHEREAS, the parties entered into an Agreement effective July 1, 2012 which was effective from July 1, 2012 through June 30, 2013, extended through June 30, 2016 and

WHEREAS, the parties are desirous of amending said Agreement; and

NOW, THEREFORE, based upon the mutual covenants and understanding between the Employee and the Board, it is understood and agreed:

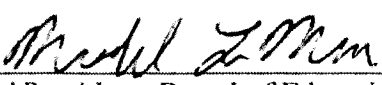
1. **TERMS OF EMPLOYMENT:** All of the terms of employment set forth in the aforesaid Agreement shall remain in full force and effect except as modified herein.
2. **DURATION:** This Agreement shall be extended from July 1, 2016 through June 30, 2017.
3. **SALARY:** The annual salary for the District Data Coordinator for the year July 1, 2016 through June 30, 2017 shall be \$94,006 as follows:

2015-16 base salary	\$90,375
+ 1.5 % increase	<u>1,356</u>
2016-17 base salary	\$91,731
+ Longevity	<u>2,275</u>
2016-17 total salary	\$94,006

4. **VACATION:** The following sentence shall be added to paragraph j: The Employee shall be entitled to one (1) "flex" vacation day for the 2016-17 school year. The "flex" vacation day can only be utilized when school is not in session and it is to be scheduled at the discretion of the Employee's supervisor.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals.

Elwood Union Free School District


Board President, Board of Education of
the Elwood Union Free School District

Dated: 7/1/16

Dated: 6/23/16

FIFTH AMENDMENT

FIFTH AMENDMENT to the Salary and Benefits Agreement between the BOARD OF EDUCATION of the ELWOOD UNION FREE SCHOOL DISTRICT and '

WHEREAS, the parties entered into an Agreement effective July 1, 2012 which was effective from July 1, 2012 through June 30, 2013, extended through June 30, 2017 and

WHEREAS, the parties are desirous of amending said Agreement; and

NOW, THEREFORE, based upon the mutual covenants and understanding between the Employee and the Board, it is understood and agreed:

1. **TERMS OF EMPLOYMENT:** All of the terms of employment set forth in the aforesaid Agreement shall remain in full force and effect except as modified herein.
2. **DURATION:** This Agreement shall be extended from July 1, 2017 through June 30, 2018.
3. **SALARY:**
 - a) The annual salary for the District Data Coordinator for the year July 1, 2017 through June 30, 2018 shall be \$95,382 as follows:

2016-17 base salary	\$91,731
+ 1.5 % increase	<u>1,376</u>
2017-18 base salary	\$93,107
+ Longevity	<u>2,275</u>
2017-18 total salary	\$95,382
 - b) Paragraph "d" third sentence shall be amended as follows: Following the first twenty (20) years of service, the Employee shall receive an additional \$1,075 per year as longevity pay. Cumulative pay after twenty (20) years of service will thus be \$3,350.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals.

Elwood Union Free School District


Board President, Board of Education of
the Elwood Union Free School District

Dated: 6-1-17

Dated: 5/19/17

SIXTH AMENDMENT

SIXTH AMENDMENT to the Salary and Benefits Agreement between the BOARD OF EDUCATION of the ELWOOD UNION FREE SCHOOL DISTRICT and

WHEREAS, the parties entered into an Agreement effective July 1, 2012 which was effective from July 1, 2012 through June 30, 2013, extended through June 30, 2018 and

WHEREAS, the parties are desirous of amending said Agreement; and

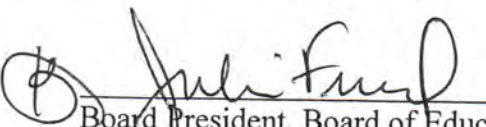
NOW, THEREFORE, based upon the mutual covenants and understanding between the Employee and the Board, it is understood and agreed:

1. **TERMS OF EMPLOYMENT:** All of the terms of employment set forth in the aforesaid Agreement shall remain in full force and effect except as modified herein.
2. **DURATION:** This Agreement shall be extended from July 1, 2018 through June 30, 2019.
3. **SALARY:**
 - a) The annual salary for the District Data Coordinator for the year July 1, 2018 through June 30, 2019 shall be \$98,169 as follows:

2017-18 base salary	\$93,107
+ 2% increase	\$1,862
2018-19 base salary	\$94,969
+ Longevity	\$3,200
2018-19 total salary	\$98,169

IN WITNESS WHEREOF, the parties hereto have set their hands and seals.

Elwood Union Free School District



Board President, Board of Education of
the Elwood Union Free School District

Dated: 6/7/18

Dated: 4/26/18

SEVENTH AMENDMENT

SEVENTH AMENDMENT to the Salary and Benefits Agreement between the BOARD OF EDUCATION of the ELWOOD UNION FREE SCHOOL DISTRICT and

WHEREAS, the parties entered into an Agreement effective July 1, 2012 which was effective from July 1, 2012 through June 30, 2013, extended through June 30, 2019 and

WHEREAS, the parties are desirous of amending said Agreement; and

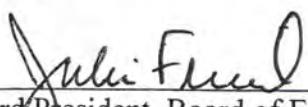
NOW, THEREFORE, based upon the mutual covenants and understanding between the Employee and the Board, it is understood and agreed:

1. **TERMS OF EMPLOYMENT:** All of the terms of employment set forth in the aforesaid Agreement shall remain in full force and effect except as modified herein.
2. **DURATION:** This Agreement shall be extended from July 1, 2019 through June 30, 2020.
3. **SALARY:**
 - a) The annual salary for the District Data Coordinator for the year July 1, 2019 through June 30, 2020 shall be \$100,218 as follows:

2018-19 base salary	\$94,969
+ 2% increase	\$1,899
2019-20 base salary	\$96,868
+ Longevity	\$3,350
2019-20 total salary	\$ 100,218

IN WITNESS WHEREOF, the parties hereto have set their hands and seals.

Elwood Union Free School District



Board President, Board of Education of
the Elwood Union Free School District

Dated: _____

2/11/19

EIGHTH AMENDMENT

EIGHTH AMENDMENT to the Salary and Benefits Agreement between the BOARD OF EDUCATION of the ELWOOD UNION FREE SCHOOL DISTRICT and

WHEREAS, the parties entered into an Agreement effective July 1, 2012 which was effective from July 1, 2012 through June 30, 2013, extended through June 30, 2020 and

WHEREAS, the parties are desirous of amending said Agreement; and

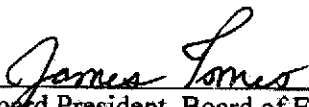
NOW, THEREFORE, based upon the mutual covenants and understanding between the Employee and the Board, it is understood and agreed:

1. **TERMS OF EMPLOYMENT:** All of the terms of employment set forth in the aforesaid Agreement shall remain in full force and effect except as modified herein.
2. **DURATION:** This Agreement shall be extended from July 1, 2020 through June 30, 2021.
3. **SALARY:**
 - a) The annual salary for the District Data Coordinator reflects a zero (0%) increase for the school year July 1, 2020 through June 30, 2021 and shall be as follows:

2020-21 base salary	\$96,868
+ Longevity	\$3,350
2020-21 total salary	\$ 100,218

IN WITNESS WHEREOF, the parties hereto have set their hands and seals.

Elwood Union Free School District



Board President, Board of Education of
the Elwood Union Free School District

Dated: 7/13/2020

NINTH AMENDMENT

NINTH AMENDMENT to the Salary and Benefits Agreement between the BOARD OF EDUCATION of the ELWOOD UNION FREE SCHOOL DISTRICT and

WHEREAS, the parties entered into an Agreement effective July 1, 2012 which was effective from July 1, 2012 through June 30, 2013, extended through June 30, 2021 and

WHEREAS, the parties are desirous of amending said Agreement; and

NOW, THEREFORE, based upon the mutual covenants and understanding between the Employee and the Board, it is understood and agreed:

1. **TERMS OF EMPLOYMENT:** All of the terms of employment set forth in the aforesaid Agreement shall remain in full force and effect except as modified herein.
2. **DURATION:** This Agreement shall be extended from July 1, 2021 through June 30, 2022.
3. **SALARY:**
 - a) The annual salary for the District Data Coordinator for the school year July 1, 2021 through June 30, 2022 shall be as follows:

2021-22 Base Salary (Reflecting 2% increase)	\$98,805
+ Longevity	\$3,350
2021-22 Total Salary	\$ 102,155

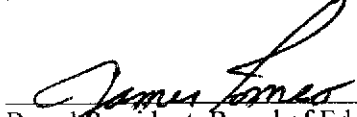
4. **BENEFITS:**

- n) Paragraph "n", second paragraph, shall be amended as follows:

The Employee, when eligible for ordinary service retirement and having served at least ten (10) years in the Elwood School District shall be paid an incentive of \$1,000 for each year of employment up to a maximum of twenty (20) years of employment in the District. This expanded incentive shall sunset on June 30, 2024 and revert back to the original \$850/15 years of service and retirement during her first year of eligibility.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals.

Elwood Union Free School District



Board President, Board of Education of
the Elwood Union Free School District

Dated: 6/10/2021

TENTH AMENDMENT

TENTH AMENDMENT to the Salary and Benefits Agreement between the BOARD OF EDUCATION of the ELWOOD UNION FREE SCHOOL DISTRICT and

WHEREAS, the parties entered into an Agreement effective July 1, 2012 which was effective from July 1, 2012 through June 30, 2013, extended through June 30, 2022 and

WHEREAS, the parties are desirous of amending said Agreement; and

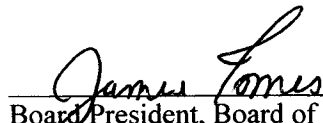
NOW, THEREFORE, based upon the mutual covenants and understanding between the Employee and the Board, it is understood and agreed:

1. **TERMS OF EMPLOYMENT:** All of the terms of employment set forth in the aforesaid Agreement shall remain in full force and effect except as modified herein.
2. **DURATION:** This Agreement shall be extended from July 1, 2022 through June 30, 2023.
3. **SALARY:**
 - a. The annual salary for the District Data Coordinator for the school year July 1, 2022 through June 30, 2023 shall be as follows:

Base Salary (Reflecting 2% increase)	\$100,781
Longevity	\$3,350
2022-23 Total Salary	\$ 104,131

IN WITNESS WHEREOF, the parties hereto have set their hands and seals.

Elwood Union Free School District



Board President, Board of Education of
the Elwood Union Free School District

Dated: 7/7/22

Dated: 7/6/22

ELEVENTH AMENDMENT

ELEVENTH AMENDMENT to the Salary and Benefits Agreement between the BOARD OF EDUCATION of the ELWOOD UNION FREE SCHOOL DISTRICT and TRACEY BENFANTE

WHEREAS, the parties entered into an Agreement effective July 1, 2012 which was effective from July 1, 2012 through June 30, 2013, extended through June 30, 2023 and

WHEREAS, the parties are desirous of amending said Agreement; and

NOW, THEREFORE, based upon the mutual covenants and understanding between the Employee and the Board, it is understood and agreed:

1. **TERMS OF EMPLOYMENT:** All of the terms of employment set forth in the aforesaid Agreement shall remain in full force and effect except as modified herein.

2. **DURATION:** This Agreement shall be extended from July 1, 2023 through June 30, 2025.

3. **SALARY:**

a) The annual salary for the District Data Coordinator for the school year July 1, 2023 through June 30, 2024 shall be as follows:

Base Salary (Reflecting 2% increase)	\$102,796
Longevity	\$3,350
2022-23 Total Salary	\$ 106,146

b) Effective July 1, 2023, the annual salary shall include a cost of living increase equal to the increase in the CPI-U, AU Urban Consumers for New York-Northern New Jersey-Long Island from the previous 12 month period. Said increase shall not be less than one percent (1%) or more than two percent (2%).

4. **BENEFITS:**

c) Section IV, paragraph "a" shall be amended as follows:

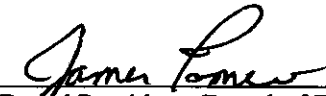
a. Medical Insurance. The District agrees to provide health insurance to the Employee under the New York State Health Insurance Plan in accordance with the provisions of such plan on an individual or family basis, subject to the regulations and conditions established by the insurance carrier. Effective July 1, 2023, the employee shall contribute twenty-one percent (21%) of the annual premiums for the Employee's participation in the District's individual or family medical insurance/health care program.

b. Paragraph "n", second paragraph, shall be amended as follows:

The Employee, when eligible for ordinary service retirement and having served at least ten (10) years in the Elwood School District shall be paid an incentive of \$1,000 for each year of employment up to a maximum of twenty (20) years of employment in the District. This expanded incentive shall sunset on June 30, 2025 and revert back to the original \$850/15 years of service and retirement during her first year of eligibility.

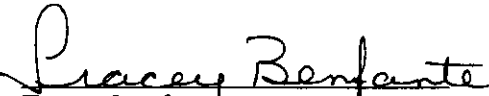
IN WITNESS WHEREOF, the parties hereto have set their hands and seals.

Elwood Union Free School District



Board President, Board of Education of
the Elwood Union Free School District

Dated: 7/6/23



Tracey Benfante

Dated: 6/20/23

TWELFTH AMENDMENT

TWELFTH AMENDMENT to the Salary and Benefits Agreement between the BOARD OF EDUCATION of the ELWOOD UNION FREE SCHOOL DISTRICT and TRACEY BENFANTE

WHEREAS, the parties entered into an Agreement effective July 1, 2012 which was effective from July 1, 2012 through June 30, 2013, extended through June 30, 2024 and

WHEREAS, the parties are desirous of amending said Agreement; and

NOW, THEREFORE, based upon the mutual covenants and understanding between the Employee and the Board, it is understood and agreed:

1. **TERMS OF EMPLOYMENT:** All of the terms of employment set forth in the aforesaid Agreement shall remain in full force and effect except as modified herein.
2. **DURATION:** This Agreement shall be extended from July 1, 2024 through June 30, 2027.
3. **SALARY:**

- a) The annual salary for the District Data Coordinator for the school year July 1, 2024 through June 30, 2025 shall be as follows:

Base Salary	\$107,796
Longevity	\$3,350
2024-2025 Total Salary	\$ 111,146

- b) Effective July 1, 2025 and each July thereafter, the annual salary shall include a cost of living increase equal to the increase in the CPI-U, AU Urban Consumers for New York-Northern New Jersey-Long Island from the previous 12 month period. Said increase shall not be less than one percent (1%) or more than two percent (2%).

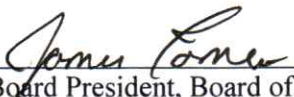
4. **BENEFITS:**

- c) Section IV, paragraph "n", second paragraph, shall be amended as follows:

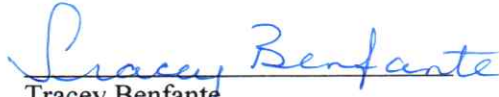
The Employee, when eligible for ordinary service retirement from ERS and having at least ten (10) years of continuous service in the Elwood Union Free School District shall be paid \$850 for each year of employment for years one (1) to fifteen (15) and \$1,000 for years sixteen (16) through twenty (20).

IN WITNESS WHEREOF, the parties hereto have set their hands and seals.

Elwood Union Free School District


Board President, Board of Education of
the Elwood Union Free School District

Dated: 6/13/24


Tracey Benfante

Dated: 6/13/24