

**AGREEMENT** made this 12<sup>th</sup> day of June, 2014, by and between **STEPHEN D. HARRISON**, Assistant Superintendent for Business (hereinafter referred to as the Assistant Superintendent), residing at 117 [redacted] and the **BOARD OF EDUCATION of the EAST ISLIP UNION FREE SCHOOL DISTRICT** (hereinafter referred to as the Board) with offices for the transaction of business located at East Islip, New York.

**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 termination of the employment of the Assistant Superintendent and his employment status as a probationary employee are subject solely to the procedures set forth at length in various provisions of the Law of the State of New York and nothing herein contained shall be deemed to have modified the foregoing in any respect.

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

1. **SALARY:**

Effective August 18, 2014, the annual salary of the Assistant Superintendent is One Hundred Seventy Five Thousand (\$175,000) Dollars. Increases in compensation and improvements in fringe benefits shall be determined as follows:

- a. On or about June 1st of each year thereafter during the Assistant Superintendent's employment, the Board shall meet to discuss the Superintendent's recommendation, if any, as to what appropriate salary increase and/or benefit modification(s) shall be made to the salary and benefits provided in this Agreement. The decision of the Board shall be communicated to the Superintendent, and thereafter by the Superintendent to the Assistant Superintendent.
- b. The Assistant Superintendent shall be paid in equal installments bi-weekly;

- c. Any increase in the Assistant Superintendent's salary or benefits shall be in the form of an amendment to this Agreement; and it shall not be considered that the Board and the Assistant Superintendent have entered into a new agreement, unless expressly stated in writing signed by both parties hereto;
- d. It is understood that the salary and benefits outlined in this Agreement shall continue without modification unless modified by mutual agreement.
- e. The Assistant Superintendent's salary shall not be diminished during the term of the contract.

2. **LONGEVITY:**

Commencing with his 7<sup>th</sup> year of service in the District, the Assistant Superintendent shall receive an annual longevity payment of \$3,000. Commencing with his 12<sup>th</sup> year of service in the District, the Assistant Superintendent will receive an annual longevity payment of \$3,500. Commencing with his 17<sup>th</sup> year of service in the District, the Assistant Superintendent will receive an annual longevity payment of \$4,000. Commencing with his 22<sup>nd</sup> year of service in the District, the Assistant Superintendent will receive an annual longevity payment of \$5,000.

Leaves of absence will not be credited toward service.

Longevity is not part of base salary and it shall not be increased by any negotiated across the board salary increase.

3. **WORK YEAR:**

The Assistant Superintendent shall work a twelve (12) month work year from July 1<sup>st</sup> through June 30<sup>th</sup>.

4. **HOLIDAYS:**

The Assistant Superintendent shall have off all legal holidays if school is not in session.

In addition, the Assistant Superintendent shall have off the day after Thanksgiving, December 24<sup>th</sup>, December 31<sup>st</sup> or the Friday before December 31 if this date falls on a Saturday or Sunday.

5. **VACATION:**

The Assistant Superintendent shall be entitled to twenty-eight (28) vacations per year as approved by the Superintendent of Schools.

The Assistant Superintendent shall have the annual option of selling back to the District up to ten (10) unused vacation days at a per diem rate of 1/220<sup>th</sup> of his annual salary. The request shall be made in the month of May and the payout shall be paid on or about June 30<sup>th</sup>.

6. **MILEAGE REIMBURSEMENT:**

If the Assistant Superintendent uses his own vehicle for approved travel outside the school district, he shall receive reimbursement for mileage at the applicable IRS rate per mile. Bills specifying the point of departure, arrival and distance for each trip must be submitted on a monthly basis to the Superintendent of Schools or his designee for approval.

7. **PROFESSIONAL VISITATIONS AND CONFERENCES:**

All visitations and attendance at professional meetings and conferences shall be subject to approval of the Superintendent of Schools or his designee.

Leaves for purposes of professional involvement may be granted by the Superintendent of Schools or his designee.

Memberships in Suffolk ASBO as well as New York State ASBO will be paid for by the East Islip UFSD.

8. **SICK LEAVE:**

The Assistant Superintendent shall receive twenty (20) sick days per year, cumulative to two hundred ninety (290) days.

Upon his resignation from employment from the East Islip Union Free

School District for the purpose of retirement into the New York State Teachers Retirement System, the Assistant Superintendent shall receive the cash value for accumulated sick leave at the per diem rate of 1/220<sup>th</sup> of his annual salary at the time of his separation, up to a maximum of \$50,000.

Annually, a reserve bank of 240 sick days will be established for use by the District's Assistant Superintendent for Instruction/Personnel and the Assistant Superintendent for Business. The Assistant Superintendent may apply for use of the "bank" sick days after his accumulated sick leave is used subject to approval by the Superintendent of Schools. Prior to the use of the "bank", the provisions of the District's self insured disability plan must be explored. In the event of extreme situations, the Assistant Superintendent may borrow days from the subsequent school year's allotment with the approval of the Superintendent of Schools.

9. **PERSONAL DAYS:**

The Assistant Superintendent shall be able to take (5) personal days per year subject to notification provided to the Superintendent of Schools and/or his designee. For days beyond this amount, the approval of the Superintendent of Schools and/or his designee shall be secured.

10. **WORKERS COMPENSATION:**

Whenever the Assistant Superintendent is absent from his required duties as the result of personal injury caused by an accident or an assault occurring while he is acting within the scope of his employment, he will be paid his full salary up to a limit of ten (10) months during the period of disability, for a recognized Worker's Compensation claim, without loss of sick leave. The school district will claim the weekly benefits payable to the Assistant Superintendent by the insurance carrier.

11. **MISCELLANEOUS LEAVE OF LONG DURATION:**

The Assistant Superintendent may apply for an unpaid leave of absence to the Superintendent of Schools or his designee, who will make an recommendation to the Board of Education, and the Board shall grant or refuse the leave on the basis of the merits.

12. **HEALTH INSURANCE**

During the term of his employment, the Assistant Superintendent shall pay twenty-five (25%) percent of individual or family health care premium costs.

After having completed five (5) years of continuous service with the District, upon resignation from his employment for the purposes of retirement in the New York State Teachers Retirement System, the District shall pay seventy-five (75%) percent of the premium costs for continuation of individual or family coverage (in effect at the time of resignation) for the Assistant Superintendent under the District's health care plan during his retirement.

If the Assistant Superintendent is eligible for and participates in the District's waiver option for health insurance coverage, he shall receive fifty(50%) of the employer's pro rata share of contribution toward health insurance premium costs to opt out of the program.

13. **DENTAL INSURANCE:**

The District shall assume the full cost of individual or family dental coverage for the Assistant Superintendent during the term of his employment under the District's self-insured dental program.

14. **DISABILITY INCOME BENEFIT:**

The District shall assume the full cost for long-term disability benefits commencing after the six (6) months following the initiation of any disability, providing a total disability income of 66 2/3% of the Assistant Superintendent's income subject to the terms of the self-insured long-term disability plan in effect as of December 1, 1979. The amount provided to the Assistant Superintendent will be reduced by any Social Security, New York State Retirement System, or Worker's Compensation disability benefits the Assistant Superintendent receives. Not included in the offset will be any settlement received by the Assistant Superintendent for loss of a limb or other permanent loss. Additionally, the amount paid by the District will be reduced by any other statutory benefit providing for replacement income, to the extent that the statutory benefit and the District's contributions will otherwise have

exceeded the employee's salary in effect on the date that the disability began.

15. **MEDICAL EXPENSE FUND**

A medical expense fund will be established for the Assistant Superintendent in the amount of One Thousand Four Hundred (\$1,400) dollars per year. This money will be used to pay for non-reimbursed medical expenses incurred by the Assistant Superintendent for himself and/or his family.

16. **LIFE INSURANCE ANNUITY:**

The District will contribute 100% of the appropriate premiums towards the purchase of a \$100,000 split dollar life insurance policy. It is understood that upon the death of the Assistant Superintendent, the District will receive monies contributed to the policy not to exceed its own contribution or the cash value of the policy.

17. **VANDALISM DAMAGE TO VEHICLE:**

The District will pay the Assistant Superintendent up to \$1,000 per year for vandalism damage to his car while parked in district facilities. The Assistant Superintendent must provide proof to the Superintendent or his designee that a report was filed with the police; present his insurance policy; provide proof that the damage occurred on school parking facilities; and provide at least two (2) estimates for the cost of repairing the damage. The District will only reimburse an approved claim for the amount not covered by the administrator's insurance. The acceptance of the claim and determination of the amount of money to be awarded shall be at the discretion of the Superintendent of Schools.

18. **CELLULAR PHONE AND LAPTOP COMPUTER:**

The District shall furnish the Assistant Superintendent will a cellular phone, an Ipad and laptop computer for business use during his term of employment. It is understood that the cellular phone may be used for incidental personal use so long as such usage does not exceed the maximum included minutes permitted under the District's plan and such usage is consistent with applicable Board Policy. In the event that the Assistant Superintendent's usage in any given month results in excess charges to the District, the Assistant Superintendent shall reimburse the District the cost of

all personal calls in accordance with Board Policy.

19. **EVALUATION:**

The Superintendent of Schools shall perform an annual evaluation of the Assistant Superintendent's job performance by April 1<sup>st</sup> annually.

20. **WRITTEN AGREEMENT:**

This Agreement shall continue in full force and effect during the term of employment of the Assistant Superintendent unless otherwise terminated or modified by an agreement in writing between the parties.

21 **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.

22. **EFFECTIVE DATE:**

This Agreement shall be effective on the 18<sup>th</sup> day of August, 2014.

23. **ENTIRE AGREEMENT:**

This Agreement constitutes the full and complete agreement between the Board and the Assistant Superintendent and supersedes any previous employment agreements between the parties. This Agreement may not be altered, changed, added to, deleted from, or modified except through the mutual written consent of the parties.

**EAST ISLIP UNION FREE  
SCHOOL DISTRICT**

  
**STEPHEN D. HARRISON**

  
**LOUIS RAFFONE  
BOARD PRESIDENT**

**FIRST AMENDMENT**, made this 29<sup>th</sup> day of June, 2016, to the Agreement dated June 12, 2014 by and between the BOARD OF EDUCATION of the EAST ISLIP UNION FREE SCHOOL DISTRICT, with offices for the transaction of business at 1 Craig B. Gariepy Avenue, Islip Terrace, New York 11752 (hereinafter referred to as the BOARD) and STEPHEN D. HARRISON residing at \_\_\_\_\_ (hereinafter referred to as the ASSISTANT SUPERINTENDENT):

**WHEREAS**, the parties entered into an Agreement dated June 12, 2014 establishing the benefits and other remuneration paid to the ASSISTANT SUPERINTENDENT by the BOARD for his services as ASSISTANT SUPERINTENDENT FOR BUSINESS (hereinafter referred to as the Agreement), and

**WHEREAS**, the parties are desirous of amending said Agreement,

**NOW, THEREFORE**, based upon the mutual covenants and understandings between the parties, it is agreed:

**FIRST:** All of the terms and provisions set forth at length in the afore-described Agreement dated June 12, 2014 shall continue in full force and effect during the term of employment of the ASSISTANT SUPERINTENDENT, except as expressly modified herein.

**SECOND:** Section 1 of the Agreement shall be amended to provide that effective July 1, 2016, the ASSISTANT SUPERINTENDENT's annual salary shall be the sum of One Hundred Seventy-Seven Thousand Six Hundred and Twenty-Five (\$177,625.00) Dollars.

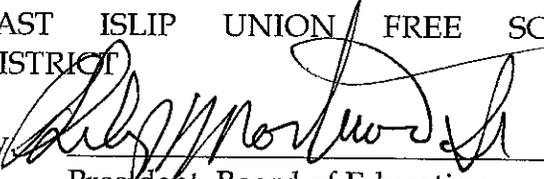
**THIRD:** Section 12 of the Agreement shall be amended to add a provision which shall read as follows: "The District shall make a one-time non-elective employer contribution to an IRS code section 403-b in the amount of Sixteen Thousand Forty-Eight Dollars and Twenty-Four Cents (\$16,048.24) to a tax sheltered annuity of the ASSISTANT SUPERINTENDENT'S choosing."

**IN WITNESS WHEREOF**, the parties hereto have set their hands and seals the day and year first above set forth.

BOARD OF EDUCATION  
EAST ISLIP UNION FREE SCHOOL  
DISTRICT

Dated:

By:



President, Board of Education

Dated:

By:



STEPHEN D. HARRISON

Assistant Superintendent for Business

**SECOND AMENDMENT**, made this 15<sup>th</sup> day of February 2018, to the Agreement dated June 12, 2014, by and between the BOARD OF EDUCATION of the EAST ISLIP UNION FREE SCHOOL DISTRICT, with offices for the transaction of business at 1 Craig B. Gariepy Avenue, Islip Terrace, New York 11752 (hereinafter referred to as the BOARD) and STEPHEN D. HARRISON, Assistant Superintendent for Business (hereinafter referred to as Assistant Superintendent), residing at

**WHEREAS**, the parties entered into an Agreement dated June 12, 2014 establishing the benefits and other remuneration paid to the ASSISTANT SUPERINTENDENT by the BOARD for his services as ASSISTANT SUPERINTENDENT (hereinafter referred to as the Agreement), and

WHEREAS, the parties entered into a FIRST AMENDMENT dated June 29, 2016 to said Agreement: and

**WHEREAS**, the parties are desirous of amending said Agreement.

**NOW, THEREFORE** based upon the mutual covenants and understandings between the parties, it is agreed:

**FIRST:** All of the terms and provisions set forth at length in the employment agreement dated June 12, 2014, as amended, shall continue in full force and effect during the term of employment of the ASSISTANT SUPERINTENDENT, unless expressly modified by this amendment.

**SECOND:** Section 1 of the Agreement, as amended, shall be modified to provide that effective January 1, 2018, the annual salary of the ASSISTANT SUPERINTENDENT BE AS FOLLOWS:

a. Effective January 1, 2018, the ASSISTANT SUPERINTENDENT'S annual salary for the 2017/2018 school year shall be \$180,289.00.

b. Effective July 1, 2018 and thereafter, the base salary for the ASSISTANT SUPERINTENDENT will be based on language specified under Article I. a. of the original Agreement, dated June 12, 2014.

**IN WITNESS WHEREOF**, the parties hereto have set their hands and seals the day and year first above set forth.

BOARD OF EDUCATION  
EAST ISLIP UNION FREE SCHOOL DISTRICT

Dated:

BY: \_\_\_\_\_  
President, Board of Education

Dated:

BY: \_\_\_\_\_  
Stephen D. Harrison  
Assistant Superintendent for Business

**THIRD AMENDMENT**, made this 5<sup>th</sup> day of July 2018, to the Agreement dated June 12, 2014, by and between the BOARD OF EDUCATION of the EAST ISLIP UNION FREE SCHOOL DISTRICT, with offices for the transaction of business at 1 Craig B. Gariepy Avenue, Islip Terrace, New York 11752 (hereinafter referred to as the BOARD) and STEPHEN D. HARRISON, Assistant Superintendent for Business (hereinafter referred to as Assistant Superintendent), residing at

**WHEREAS**, the parties entered into an Agreement dated June 12, 2014 establishing the benefits and other remuneration paid to the ASSISTANT SUPERINTENDENT by the BOARD for his services as ASSISTANT SUPERINTENDENT (hereinafter referred to as the Agreement), and

**WHEREAS**, the parties entered into a SECOND AMENDMENT dated February 15, 2018 to said Agreement; and

**WHEREAS**, the parties are desirous of amending said Agreement,

**NOW, THEREFORE** based upon the mutual covenants and understandings between the parties, it is agreed:

**FIRST:** All of the terms and provisions set forth at length in the employment agreement dated June 12, 2014, as amended, shall continue in full force and effect during the term of employment of the ASSISTANT SUPERINTENDENT, unless expressly modified by this amendment.

**SECOND:** Section 1 of the Agreement, as amended, shall be modified to provide that effective July 1, 2018, the annual salary of the ASSISTANT SUPERINTENDENT BE AS FOLLOWS:

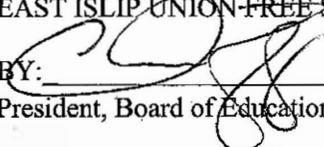
a. Effective July 1, 2018, the ASSISTANT SUPERINTENDENT'S annual salary for the 2018/2019 school year shall be \$182,993.00.

b. Effective July 1, 2019 and thereafter, the base salary for the ASSISTANT SUPERINTENDENT will be based on language specified under Article I. a. of the original Agreement, dated June 12, 2014.

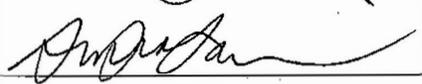
**IN WITNESS WHEREOF**, the parties hereto have set their hands and seals the day and year first above set forth.

BOARD OF EDUCATION  
EAST ISLIP UNION FREE SCHOOL DISTRICT

Dated:

BY:   
\_\_\_\_\_  
President, Board of Education

Dated:

BY:   
\_\_\_\_\_  
Stephen D. Harrison  
Assistant Superintendent for Business

**FOURTH AMENDMENT**, made this 2nd day of July 2019, to the Agreement dated June 12, 2014, by and between the BOARD OF EDUCATION of the EAST ISLIP UNION FREE SCHOOL DISTRICT, with offices for the transaction of business at 1 Craig B. Gariepy Avenue, Islip Terrace, New York 11752 (hereinafter referred to as the BOARD) and STEPHEN D. HARRISON, Assistant Superintendent for Business (hereinafter referred to as Assistant Superintendent), residing at

**WHEREAS**, the parties entered into an Agreement dated June 12, 2014 establishing the benefits and other remuneration paid to the ASSISTANT SUPERINTENDENT by the BOARD for his services as ASSISTANT SUPERINTENDENT (hereinafter referred to as the Agreement), and

**WHEREAS**, the parties entered into a **THIRD AMENDMENT** dated July 5, 2018 to said Agreement; and

**WHEREAS**, the parties are desirous of amending said Agreement,

**NOW, THEREFORE** based upon the mutual covenants and understandings between the parties, it is agreed:

**FIRST:** All of the terms and provisions set forth at length in the employment agreement dated June 12, 2014, as amended, shall continue in full force and effect during the term of employment of the ASSISTANT SUPERINTENDENT, unless expressly modified by this amendment.

**SECOND:** Section 1 of the Agreement, as amended, shall be modified to provide that effective July 1, 2019, the annual salary of the ASSISTANT SUPERINTENDENT BE AS FOLLOWS:

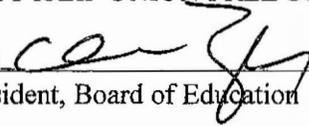
a. Effective July 1, 2019, the ASSISTANT SUPERINTENDENT'S annual salary for the 2019/2020 school year shall be \$187,993.00.

b. Effective July 1, 2020 and thereafter, the base salary for the ASSISTANT SUPERINTENDENT will be based on language specified under Article I. a. of the original Agreement, dated June 12, 2014.

**IN WITNESS WHEREOF**, the parties hereto have set their hands and seals the day and year first above set forth.

BOARD OF EDUCATION  
EAST ISLIP UNION FREE SCHOOL DISTRICT

Dated: 7-2-19

BY:   
President, Board of Education

Dated: 7/2/19

BY: 

Stephen D. Harrison  
Assistant Superintendent for Business

**FIFTH AMENDMENT**, made this 17<sup>th</sup> day of October, 2019, to the Agreement dated June 12, 2014 by and between the BOARD OF EDUCATION of the EAST ISLIP UNION FREE SCHOOL DISTRICT, with offices for the transaction of business at 1 Craig B. Gariepy Avenue, Islip Terrace, New York 11752 (hereinafter referred to as the BOARD) and STEPHEN D. HARRISON residing at (hereinafter referred to as the ASSISTANT SUPERINTENDENT):

**WHEREAS**, the parties entered into an Agreement dated June 12, 2014 establishing the benefits and other remuneration paid to the ASSISTANT SUPERINTENDENT by the BOARD for his services as ASSISTANT SUPERINTENDENT FOR BUSINESS (hereinafter referred to as the Agreement), and

**WHEREAS**, the parties are desirous of amending said Agreement,

**NOW, THEREFORE**, based upon the mutual covenants and understandings between the parties, it is agreed:

**FIRST:** All of the terms and provisions set forth at length in the afore-described Agreement dated June 12, 2014 and First Amendment dated June 29, 2016, Second Amendment dated February 15, 2018, Third Amendment dated July 5, 2018 and Fourth Amendment dated July 2, 2019 shall continue in full force and effect during the term of employment of the ASSISTANT SUPERINTENDENT, except as expressly modified herein.

**SECOND:** The existing language in Section 16 of the June 12, 2014 agreement entitled "Life Insurance Annuity" shall be replaced with language as follows: "The district will contribute 100% of the appropriate premiums towards the purchase of a \$100,000 group life insurance policy, at standard rates, until the death of the ASSISTANT SUPERINTENDENT."

**IN WITNESS WHEREOF**, the parties hereto have set their hands and seals the day and year first above set forth.

BOARD OF EDUCATION  
EAST ISLIP UNION FREE SCHOOL DISTRICT

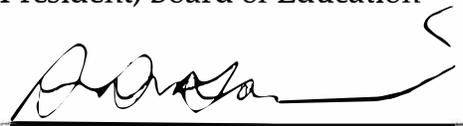
Dated:

By:

  
WILLIAM CAPLUK,  
President, Board of Education

Dated:

By:

  
STEPHEN D. HARRISON  
Assistant Superintendent for Business

**SIXTH AMENDMENT**, made this 9<sup>TH</sup> day of July 2020, to the Agreement dated June 12, 2014 by and between the BOARD OF EDUCATION of the EAST ISLIP UNION FREE SCHOOL DISTRICT, with offices for the transaction of business at 1 Craig B. Gariepy Avenue, Islip Terrace, New York 11752 (hereinafter referred to as the BOARD) and STEPHEN D. HARRISON residing at (hereinafter referred to as the ASSISTANT SUPERINTENDENT):

**WHEREAS**, the parties entered into an Agreement dated June 12, 2014 establishing the benefits and other remuneration paid to the ASSISTANT SUPERINTENDENT by the BOARD for his services as ASSISTANT SUPERINTENDENT FOR BUSINESS (hereinafter referred to as the Agreement), and

**WHEREAS**, the parties entered into a FIRST AMENDMENT dated June 29, 2016 and thereafter modified by a SECOND AMENDMENT dated February 15, 2018 and thereafter modified by a THIRD AMENDMENT dated July 5, 2018 and thereafter modified by a FOURTH AMENDMENT dated July 2, 2019 to said Agreement; and thereafter modified by a FIFTH AMENDMENT dated October 17, 2019 and

**WHEREAS**, the parties are desirous of amending said Agreement,

**NOW, THEREFORE** based upon the mutual covenants and understandings between the parties, it is agreed:

**FIRST:** All of the terms and provisions set forth at length in the employment agreement dated June 12, 2014, as amended, shall continue in full force and effect during the term of employment of the ASSISTANT SUPERINTENDENT, unless expressly modified by this amendment.

**SECOND:** Section 1 of the Agreement, as amended, shall be modified to provide that effective July 1, 2020, the annual salary of the ASSISTANT SUPERINTENDENT BE AS FOLLOWS:

a. Effective July 1, 2020, the ASSISTANT SUPERINTENDENT'S annual salary for the 2020/2021 school year shall be \$192,223.

b. Effective July 1, 2020 and thereafter, the base salary for the ASSISTANT SUPERINTENDENT will be based on language specified under Article I. a. of the original Agreement, dated June 12, 2014.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals the day and year first above set forth.

BOARD OF EDUCATION  
EAST ISLIP UNION FREE SCHOOL DISTRICT

Dated: 7/9/2020

By:   
WILLIAM CARPLUK,  
President, Board of Education

Dated: 7/9/2020

By:   
STEPHEN D. HARRISON  
Assistant Superintendent for Business

SEVENTH AMENDMENT, made this 21st day of October 2021, to the Agreement dated June 12, 2014 by and between the BOARD OF EDUCATION of the EAST ISLIP UNION FREE SCHOOL DISTRICT, with offices for the transaction of business at 1 Craig B. Gariepy Avenue, Islip Terrace, New York 11752 (hereinafter referred to as the BOARD) and STEPHEN D. HARRISON residing at (hereinafter referred to as the ASSISTANT SUPERINTENDENT):

WHEREAS, the parties entered into an Agreement dated June 12, 2014 establishing the benefits and other remuneration paid to the ASSISTANT SUPERINTENDENT by the BOARD for his services as ASSISTANT SUPERINTENDENT FOR BUSINESS (hereinafter referred to as the Agreement), and

WHEREAS, the parties entered into a FIRST AMENDMENT dated June 29, 2016 and thereafter modified by a SECOND AMENDMENT dated February 15, 2018 and thereafter modified by a THIRD AMENDMENT dated July 5, 2018 and thereafter modified by a FOURTH AMENDMENT dated July 2, 2019 to said Agreement; and thereafter modified by a FIFTH AMENDMENT dated October 17, 2019 and thereafter modified by a SIXTH AMENDMENT dated July 9, 2020.

WHEREAS, the parties are desirous of amending said agreement,

NOW, THEREFORE based upon the mutual covenants and understanding between the parties, it is agreed:

FIRST: All the terms and provisions set forth at length in the employment agreement dated June 12, 2014, as amended, shall continue in full force and effect during the term of employment of the ASSISTANT SUPERINTENDENT, unless expressly modified by this amendment.

SECOND: Section 1 of the Agreement, as amended, shall be modified to provide that effective July 1, 2021 the annual salary of the ASSISTANT SUPERINTENDENT BE AS FOLLOWS:

- a. Effective July 1, 2021, the ASSISTANT SUPERINTENDENT'S annual salary for the 2021-2022 school year of \$196,067.46 plus longevity.
- b. The base salary for the ASSISTANT SUPERINTENDENT will increase AS FOLLOWS:
  - i. Effective July 1, 2022: 2.0%
  - ii. Effective July 1, 2023: 2.0%

THIRD: Section 4 of the Agreement, as amended, shall be modified to provide that effective July 1, 2021 and thereafter, the ASSISTANT SUPERINTENDENT holiday schedule will include the following:

- a. Rosh Hashanah, Yom Kippur, Winter Recess, and either Mid-Winter Recess or Spring Recess.

FOURTH: Section 5 of the Agreement, as amended, shall be modified to provide that effective July 1, 2021 and thereafter, the ASSISTANT SUPERINTENDENT vacation shall include as follows:

- a. The Assistant Superintendent shall have the annual option of selling back to the District up to twelve (12) unused vacation days at a per diem rate of 1/220th of his/her then annual rate of pay.

FIFTH: Section 8 of the Agreement, as amended, shall be modified to provide that effective July 1, 2021 and thereafter, the ASSISTANT SUPERINTENDENT sick leave shall include:

- a. The Assistant Superintendent shall receive twenty (20) sick days per year, cumulative to two hundred ninety (290).
- b. Upon resignation from employment from the East Islip Union Free School District for the purpose of retirement into the New York State Teachers Retirement System, the Assistant Superintendent shall receive the cash or may elect to contribute the sums payable to him/her pursuant to this provision into an elective 403(b) and/ or 457 account. The value for accumulated sick leave at the per diem rate of 1/220<sup>th</sup> of his/her annual salary at the time of separation as follows:
  - i. After five (5) years of service in the District, up to a maximum of \$75,000.
  - ii. After seven (7) years of service in the District, up to a maximum of \$100,000.
  - iii. After twelve (12) years of service in the District, up to a maximum of \$125,000.

SIXTH: Section 12 of the Agreement, as amended, shall be modified to provide that effective July 1, 2021 and thereafter, the ASSISTANT SUPERINTENDENT health insurance shall include:

- a. Upon resignation for the purpose of retirement in the NYSTRS the District shall pay 100% of premium costs for continuation of individual or family coverage (in effect at the time of resignation) and if the employee is survived by spouse, the District will continue to pay 100% of medical for the spouse.
- b. If the Assistant Superintendent is eligible for and participates in the District's waiver option for health insurance coverage, he/she shall receive fifty percent (50%) of the employer's pro rata share contribution toward health insurance premium costs to opt out of the program.

SEVENTH: Section 13 of the Agreement, as amended, shall be modified to provide that effective July 1, 2021 and thereafter, the ASSISTANT SUPERINTENDENT dental insurance shall include:

- a. The District will pay one hundred percent (100%) of the premium for individual or family dental care benefits for the Assistant Superintendent in his/her retirement under the District's self-insured dental program in retirement. If the Assistant Superintendent is survived by his/her spouse, the District will continue to pay one hundred percent of such coverage for his/her spouse.

EIGHTH: VISION INSURANCE:

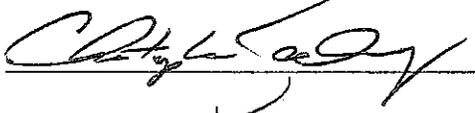
The Assistant Superintendent shall be afforded optical insurance for him/her and his/her immediate family, at no cost to the Assistant Superintendent. The District will pay one hundred percent (100%) of the premium for individual or family vision care benefits for the Assistant Superintendent in his/her retirement. If the Assistant Superintendent is survived by his/her spouse, the District will continue to pay one hundred percent of such coverage for his/her spouse.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals the day and year first above set forth.

BOARD OF EDUCATION

EAST ISLIP UNION FREE SCHOOL DISTRICT

Dated: By:



President, Board of Education

Dated: By:



STEPHEN D. HARRISON

Assistant Superintendent for Business

**Assistant Superintendent for Business**

**Stephen D. Harrison**

EIGHTH AMENDMENT, made this 21<sup>st</sup> day of June, 2023, to the Agreement dated June 12, 2014 by and between the BOARD OF EDUCATION of the EAST ISLIP UNION FREE SCHOOL DISTRICT, with offices for the transaction of business at 1 Craig B. Gariepy Avenue, Islip Terrace, New York 11752 (hereinafter referred to as the BOARD) and STEPHEN D. HARRISON (hereinafter referred to as the ASSISTANT SUPERINTENDENT):

WHEREAS, the parties entered into an Agreement dated June 12, 2014 establishing the benefits and other remuneration paid to the ASSISTANT SUPERINTENDENT by the BOARD for his services as ASSISTANT SUPERINTENDENT FOR BUSINESS (hereinafter referred to as the Agreement), and

WHEREAS, the parties entered into a FIRST AMENDMENT dated June 29, 2016 and thereafter modified by a SECOND AMENDMENT dated February 15, 2018 and thereafter modified by a THIRD AMENDMENT dated July 5, 2018 and thereafter modified by a FOURTH AMENDMENT dated July 2, 2019 and thereafter modified by a FIFTH AMENDMENT dated October 17, 2019 and thereafter modified by a SIXTH AMENDMENT dated July 9, 2020 and thereafter modified by a SEVENTH AMENDMENT dated October 21, 2021 to said Agreement.

WHEREAS, the parties are desirous of amending said agreement,

NOW, THEREFORE based upon the mutual covenants and understanding between the parties, it is agreed:

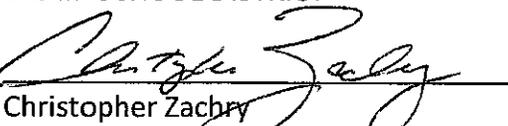
FIRST: All the terms and provisions set forth at length in the employment agreement dated June 12, 2014, as amended, shall continue in full force and effect during the term of employment of the ASSISTANT SUPERINTENDENT, unless expressly modified by this amendment.

SECOND: Section 1 of the Agreement, as amended, shall be modified to provide that effective July 1, 2023, the annual salary of the ASSISTANT SUPERINTENDENT BE AS FOLLOWS:

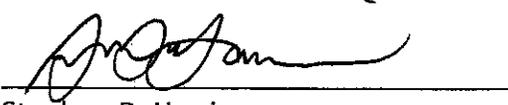
- a. The base salary for the ASSISTANT SUPERINTENDENT will increase AS FOLLOWS:
- i. Effective July 1, 2023: 2.0%
  - ii. Effective July 1, 2024: 3.0%
  - iii. Effective July 1, 2025: 3.0%

IN WITNESS WHEREOF, the parties hereto have set their hands and seals the day and year first above set forth.

BOARD OF EDUCATION  
EAST ISLIP SCHOOL DISTRICT

By:   
Christopher Zachry  
President, Board of Education

Dated: 6.21.23

By:   
Stephen D. Harrison  
Assistant Superintendent for Business

Dated: 6/21/23