

**AGREEMENT** made this 8<sup>th</sup> day of January 2026, by and between **Richard Zwycewicz**, (hereinafter referred to as Interim Assistant Superintendent or Richard Zwycewicz), 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 1 Craig B. Gariepy Avenue, East Islip, New York.

**WHEREAS** Richard Zwycewicz currently serves as the District's Executive Director for Student Achievement and Instructional Technology; and

**WHEREAS**, Richard Zwycewicz has agreed to serve as Interim Assistant Superintendent for Curriculum and Instruction during the period from January 9, 2026 through June 30, 2026, and

**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 Mr. Zwycewicz shall serve in the position of Interim Assistant Superintendent on an "at will" basis 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. EFFECTIVE DATE:**

The obligations set forth in this Agreement shall become binding upon the Board's adoption of a resolution to approve this Agreement.

**2. LEAVE OF ABSENCE FROM CURRENT POSITION:**

During the time he serves as Interim Assistant Superintendent, Richard Zwycewicz shall be on a leave of absence from his position as the District's Executive Director for Student Achievement and Instructional Technology. Richard Zwycewicz shall be entitled to return to that position as soon as his services as Interim Assistant Superintendent conclude. Unless otherwise provided herein, during his appointment as Interim Assistant Superintendent, Richard Zwycewicz shall continue to receive all the benefits that he received under the applicable EIASA collective bargaining agreement as Executive Director for Student Achievement and Instructional Technology.

**3. COMPENSATION:**

Effective January 9, 2026, the Interim Assistant Superintendent will receive Twelve Thousand (\$12,000) Dollars in compensation during the period of January 9, 2026, through June 30, 2026. This is in addition to his current base salary of One Hundred Seventy-Eight Thousand and Thirty-Three (\$178,033.00) Dollars, plus longevity, as set forth in the Collective Bargaining Agreement between the East Islip Association of School Administrators and the School District, which the Interim Assistant Superintendent will still receive.

- a. The Interim Assistant Superintendent shall be paid in equal installments bi-weekly.
- b. Any increase in the Interim 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

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- a. The Interim Assistant Superintendent shall be paid in equal installments bi-weekly.
- b. Any increase in the Interim 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 Interim Assistant Superintendent have entered into a new agreement, unless expressly stated in writing signed by both parties hereto.

- c. It is understood that the salary and benefits outlined in this Agreement shall continue without modifications unless modified by mutual agreement.
- d. The Interim Assistant Superintendent's salary shall not be diminished during the term of the contract.

**4. WORK YEAR:**

The work year of the Interim Assistant Superintendent shall be from January 9, 2026, through June 30, 2026.

**5. HOLIDAYS:**

The Interim Assistant Superintendent shall have off all legal holidays if school is not in session, including, Winter Recess, and either Mid-Winter or Spring Recess.

**6. VACATION:**

The Interim 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 1/220<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, 2026.

**7. SICK LEAVE:**

Upon his resignation from employment from the East Islip School Union Free School District for the purpose of retirement in the New York State Teachers Retirement System, the Interim 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 time of his separation, after twelve (12) years of service in the District, up to a maximum of \$125,000.

Annually, a reserve bank of 240 sick days will be established for use by the Interim Assistant Superintendent. The Interim Assistant Superintendent may apply for the 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 Interim Assistant Superintendent may borrow days from the subsequent school year's allotment with the approval of the Superintendent of Schools.

**8. WRITTEN AGREEMENT:**

This Agreement shall continue in full force and effect during the term of employment of the Interim Assistant Superintendent, unless otherwise terminated, modified, or extended in accordance with the provision of this Agreement or by an Agreement in writing between the parties.

**9. COMPLETE AGREEMENT:**

This Agreement constitutes the full and complete agreement between the parties and supersedes all previous agreements relating to matters contained therein.

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

**BOARD OF EDUCATION**

**EAST ISLIP UNION FREE SCHOOL  
DISTRICT**

Dated: January 8, 2026

By: \_\_\_\_\_  
Stephen A. Rutland,  
*President, Board of Education*

Dated: 1/12/2024

By: \_\_\_\_\_  
Richard Zwycowicz  
*Interim Assistant Superintendent for Curriculum &  
Instruction*