

**SALARY AND BENEFITS AGREEMENT FOR KIM REDMOND**  
**PRINCIPAL ACCOUNT CLERK**

AGREEMENT made this 9<sup>th</sup> day of May, 2024 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 Kim Redmond (hereinafter referred to as the "Employee") residing at

**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 Principal Account Clerk in the Elwood Union Free School District, effective June 3, 2024; 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 shall be deemed to have modified the foregoing in any respect; and

**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 a Principal Account Clerk in accordance with the terms and conditions of the within Agreement.
- II. **DURATION**: This Agreement shall be effective for the period from June 3, 2024 through June 30, 2025.
- III. **SALARY**:
  - a. The annual salary for the Principal Account Clerk shall be \$65,000.
  - b. The salary for any year commencing thereafter shall be determined as follows:
    - i. On or about May 15<sup>th</sup> 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. Any salary increase shall include a cost of living increase equal to the increase in the CPI-U, AU Urban Consumers for Northern 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%).

- 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 to the Employee in any year pursuant to this Agreement shall not be reduced from the salary paid to the Employee in any prior year, unless agreed to in writing by both the Employee and the Board.
- c. Following the first seven (7) years of service, the Employee shall receive an additional \$1,300 per year as longevity pay. Following the first fifteen (15) years of service, the Employee shall receive an additional \$975 per year as longevity pay. Following the first twenty (20) years of service, the Employee shall receive an additional \$1,075 per year as longevity pay. Cumulative additional pay after twenty (20) years of service will thus be \$3,350.
- d. 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 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. The District shall pay 78% of the premium and the Employee shall contribute 22%.
- 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 if permissible by the rules and regulations set forth by NYSHIP. The existing amount is \$1,500 for waiver of applicable Individual coverage or \$3,000 for waiver of applicable Family coverage.
- c. Upon service retirement under the rules defining service retirement in the New York State Employees' Retirement System, with a minimum of 10 years of Elwood service, the District will pay the cost of 75% (family) or 85% (individual) of the insurance plan as referenced in paragraph IV.a. above.
- d. Tax Sheltered Annuity. The District shall make a Tax Sheltered Annuity Plan available to Employee, with the Employee responsible for all plan contributions.
- e. Dental 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 District's dental insurance program for individual or family coverage.

shall be for the purpose of conducting personal business which cannot be accomplished on any other day. A reason must be given. The request will not be unreasonably denied. No reason need be given for personal business day requests for other times.

iii. Any unused personal business days will be accumulated as sick days.

- l. 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.
- m. 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, brother, sister, grandfather, grandmother, father-in-law, mother-in-law, grandchildren, brother-in-law, sister-in-law, son-in-law, daughter-in-law, and other members of the household of which the employee is a part.
- n. Retirement. Eligibility for participation in the New York State & Local Employees' Retirement System (NYSLERS) 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.

Upon service retirement from ERS, and having served at least ten (10) years in the Elwood School District, the Employee shall be paid an incentive of \$850 for each year of employment for years one (1) to fifteen (15) and \$1,000 for years sixteen (16) through twenty (20).

- i. For purposes of the incentive, the employee will be credited with two and one-half (2.5) years of service for her employment with the district from 2017-2019.

#### V. **WORK YEAR/WORK DAY:**

- a. The Employee's work year is twelve (12) months. The Employee shall normally work thirty-five (35) hours per week, five (5) days per week and seven (7) hours per day, which shall be exclusive of one (1) hour per day for lunch.
- b. At the discretion of the Assistant Superintendent for Business, the Employee's hours of work during the summer (July 1 – August 31), Superintendent's Conference Days and recess periods will be: 8:00 am to 2:30 pm with 45 minutes unpaid lunch per day.

- f. 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.
- g. 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 next higher \$500.00. The insurance plan shall also provide the Employee with the opportunity to purchase additional insurance in increments of \$10,000, not to exceed \$40,000 at no cost to the District.
- h. 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. The District shall also assume 50% of the cost of the existing wrap-around policy for retirees.
- i. Sick Leave: The Employee shall be granted thirteen (13) sick days per year with an unlimited accumulation of unused sick days.
- j. Vacation. The Employee shall be entitled to paid vacation as follows:

Effective July 1, 2024 - Fifteen (15) days annually  
Effective July 1, 2029 – Twenty (20) days annually

Vacation days shall require the prior approval of the Assistant Superintendent for Business. Upon request, a maximum of five (5) 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 1/260<sup>th</sup> of the Employee's salary.

- k. Personal Leave.
  - i. The Employee shall be granted three (3) personal leave days per year. Personal leave days require the prior approval of the Superintendent of Schools.
  - ii. Personal business leave requested for a day immediately before or after a recess period (Christmas, Winter, and Spring), or the Thanksgiving break

- c. The Employee is entitled to a minimum of nineteen (19) holidays with pay per year. The 19 specific holidays shall consist of all Federal and State holidays plus any additional days to be defined by the District before the start of each fiscal year.
- d. 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 at the discretion of the Superintendent. If the Employee is required to remain on premises for special duty longer than the other employees she will receive compensatory time equal to the additional time worked. In the event that school is closed because of unused snow days, Employee will not be required to work.
- e. The Employee shall be required to work one of the three (3) District recess periods; to wit the Christmas, February and Spring recess. This will be scheduled in conjunction with the approval of the Assistant Superintendent for Business.

VI. **MISCELLANEOUS:**

- a. The District may pay the cost of attendance of the Employee at conferences, as approved by the District. When the District determines that the Employee requires additional training, the District shall pay all costs of said training, and the District will provide release for the training. This includes computer training.
- b. Upon thirty (30) days' notice, the District will grant an unpaid Family Care leave (including mother, father, spouse, and children) of one year during which period the Employee may purchase their own insurance coverage at the District rate, if the District carrier approves.
- c. If the Employee is requested to use her personal car in the performance of her duties, she will be reimbursed for mileage at the approved District rate.

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

VIII. **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.

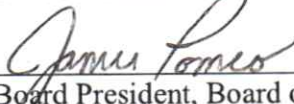
IX. **SEVERABILITY:** If any provision of this Agreement is determined to be contrary to law, it is understood and agreed that such provision shall be deemed deleted and the balance of the Agreement without such deleted provision, if otherwise lawful, shall remain in full force and effect.

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

- XI. **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.

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

Elwood Union Free School District

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

Dated: 5/9/24

  
\_\_\_\_\_

Dated: 6/3/24

## FIRST AMENDMENT

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

**WHEREAS**, the parties entered into an Agreement dated May 9, 2024 which was effective from June 5, 2024 through June 30, 2025; and

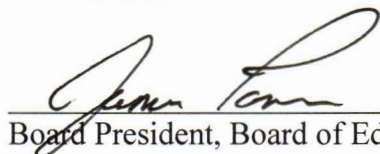
**WHEREAS**, the parties are desirous of amending said Agreement; and

**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 effective for the period from July 1, 2025 through June 30, 2026.
3. **SALARY:**
  - a) The annual base salary for the Principal Account Clerk for the year July 1, 2025 through June 30, 2026 shall be \$66,300.

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

Elwood Union Free School District

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

  
\_\_\_\_\_  
Kim Redmond

Dated: 8/28/25

Dated: 8/18/25

## SECOND AMENDMENT

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

**WHEREAS**, the parties entered into an Agreement dated May 9, 2024 which was effective from June 3, 2024 through June 30, 2025; and extended through June 30, 2026, and;

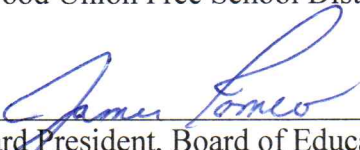
**WHEREAS**, the parties are desirous of amending said Agreement; and

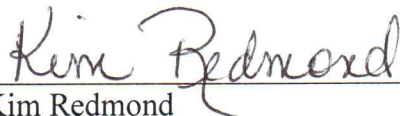
**NOW, THEREFORE**, based upon the mutual covenants and understanding between the Employee and the Board, it is understood and agreed:

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 effective for the period from July 1, 2026 through June 30, 2027.
3. **SALARY:**
  - a) Effective July 1, 2026, the base salary for the Principal Account Clerk shall be \$70,686, reflecting a 2% increase for the 2026-2027 school year.

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

Elwood Union Free School District

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

  
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Kim Redmond

Dated: 7/1/26

Dated: 6-29-26