EMPLOYMENT AGREEMENT:
LAURA PETERSON
AS
EXECUTIVE DIRECTOR FOR STUDENT SERVICES

AGREEMENT, made this 30 day of June 2026, by and between the BOARD OF EDUCATION OF THE MANHASSET UNION FREE SCHOOL DISTRICT ("Board"), Town of North Hempstead, New York, and LAURA PETERSON, residing at [redacted] ("Executive Director").

W I T N E S S E T H:

WHEREAS, the Board has offered to employ Laura Peterson as the Executive Director for Student Services for the Manhasset Union Free School District ("District") upon the terms and conditions set forth herein; and

WHEREAS, the Executive Director has accepted such offer of employment; and

WHEREAS, it is the parties' belief that a written contract fully specifying the terms and conditions of the Executive Director's employment by the District will promote effective communication between the parties;

NOW, THEREFORE, in consideration of the agreements hereinafter set forth, and other good and valuable consideration, the parties agree as follows:

1. Term: The term of the agreement shall be for a three-year probationary term commencing July 1, 2024 and concluding June 30, 2027. The agreement shall supersede and replace all prior agreements between the Board and the Executive Director for Student Services relating to terms and conditions of employment.

2. Certification. The Executive Director shall possess a valid certificate to act as a school district administrator in the State of New York at all times during the term of her employment with the District as Executive Director of Student Services.

3. Duties. The Executive Director shall have overall supervisory responsibility for the District's special education programs and services and pupil personnel services, including, but not limited to, the supervision of all special education and pupil services staff, including school counselors, social workers, psychologists, instructional, support, health services and clerical staff, and related service providers; evaluation and training of staff; chairing initial and annual CSE meetings and such CPSE meetings as requested; implementation and compliance with IEP programs and services; coordination and supervision of home instruction and home schooling; compliance with all applicable state and federal laws and regulations; as well as such other duties as may be assigned by the Superintendent of Schools, including, but not limited to, and Dignity for Students Act Coordinator.

4. Salary. (a) The Executive Director's annual base salary for the period commencing July 1, 2026 and ending June 30, 2027 shall be $239,292, and shall be paid in equal installments in accordance with the rules of the Board governing salary payment to administrative employees. The Executive Director's salary for any subsequent years (July 1 through June 30) will be determined by the Board. In no event shall the Executive Director's annual base salary in any given contract year (July 1 through June 30) be less than the annual salary set for the previous contract year.

(b) 403(b) Contribution. The District will make an annual, non-elective employer contribution to the Executive Director's 403(b) account in the amount of 1.75% of the Executive Director's then-current annual base salary. Such payment shall be made on or about May 15 of each year. It is understood that the Executive Director agrees to indemnify and save the District harmless against any and all claims and/or liabilities, including attorney's fees, that arise out of or by reason of action taken or not taken by the District for the purpose of complying with this provision.

5. Health Insurance. (a) The District shall pay 80% and the Executive Director shall pay 20% of the cost of the premium (individual coverage or family coverage, including domestic partners,

in accordance with NYSHIP regulations, or individual coverage) for health insurance coverage in the New York State Health Insurance Plan. If the Executive Director waives the right to carry District-sponsored health insurance for a full fiscal year (July 1 through June 30), she will be entitled to a health insurance declination benefit payable at the conclusion of the fiscal year. Such declination benefit will be in the amount of $2,500 annually if the Executive Director is solely eligible for an individual policy, or $4,000 annually if the Executive Director is eligible for a family policy. It is understood that during the term of this Agreement, the District shall have the option to select an alternative carrier or to select a third party administrator or an in-house self insurance system in place of the health insurance coverage currently provided to the District's employees through the New York State Health Insurance Plan, provided, however, that the benefits of such health coverage shall be comparable to those provided by the New York State Health Insurance Plan at the time of the change.

(b) The Executive Director may elect to participate in the District's I.R.C. Section 125 plan for the purpose of making health insurance contributions, pursuant to any and all policies of the District governing the implementation of the section 125 Plan.

(c) The period of service required to qualify for health insurance benefits following retirement shall be six (6) years of District service. Upon retirement from the District, the Executive Director shall be guaranteed in retirement the same contribution rate she had immediately prior to the effective date of her retirement from the District. In the event that the Executive Director shall leave District service prior to retirement and subsequently be eligible to rely on her vested health insurance rights in the District to provide her health insurance coverage in retirement, the contribution rate shall be the contribution rate then charged to District employees holding the title Executive Director for Student Services, or the substantially equivalent title.

(d) At the time of their retirement from the Manhasset Public Schools, the Executive Director for Student Services who is eligible to retire pursuant to the rules of the New York State

Teachers Retirement System ("NYSTRS"), and who gives written notice of retirement by February 1st immediately preceding their effective retirement date the following June 30th shall contribute toward their health insurance premium in retirement in accordance with Schedule A below.

Years of Service	Contribution Rate
7 yrs. But less than 10 yrs.	Active contribution at 20%
10 yrs or more	18%

6. Dental Insurance. The District shall pay 80% and the Executive Director shall pay 20% of the cost of the premium (family or individual coverage) for dental insurance coverage under the District's existing dental insurance policy.

7. Life Insurance. The District will provide a fully paid term life insurance policy with a policy amount of two times the Executive Director's annual base salary.

8. Work Year. The Executive Director's work year shall be twelve months. The Executive Director shall be required to work six (6) days over the December, February, and April school recess periods, to be determined with prior approval from the Superintendent of Schools. Except in case of emergency, the Executive Director shall not be required to work on days designated as legal school holidays when the District's Central Office is closed.

9. Vacation. (a) Effective July 1, 2025 the Executive Director shall be entitled to twenty (20) paid vacation days annually, which days shall be earned at the rate of 2 days per month for the first ten months of each fiscal year. Once the Executive Director has attained tenure, the Executive Director shall be entitled to twenty (25) paid vacation days annually, which days shall be earned at the rate of 2.5 days per month for the first ten months of the fiscal year. Once the Executive Director has attained tenure, she is entitled to cash-out up to 5 vacation days annually. If on or after July 1, 2026, the Executive Director's employment is discontinued due to resignation or retirement, no more

than 15 vacation days will be eligible for cash-out.

(b) The Executive Director may use vacation days in advance of the actual date earned, provided that in the event the Executive Director leaves the District's employment prior to the end of a school year, the District shall be entitled to recoup the value of any unearned vacation days used by the Executive Director and deduct the value of such unearned vacation days used by the Executive Director and deduct the value of such unearned days from any final payment made to the her.

(c) Such vacation days shall be taken at such time or times as shall be mutually agreeable to the parties. The Executive Director shall be permitted to carry over up to ten (10) vacation days into the subsequent year, provided that at no time may the Executive Director's total number of vacation days exceed thirty-five (35) days.

10. Other Leave. (a) Sick Leave. The Executive Director shall be credited annually with fifteen (15) days of paid sick leave days on July 1st of each year, which may be used for personal illness, religious holidays, or illness in the immediate family Unused sick leave may be accumulated up to a maximum of sixty-five (65) days.

(b) Personal Days. The Executive Director will be entitled to four (4) days personal leave per year. These days shall not accumulate from year to year. The employee shall request such days electronically, via the District's absence management platform.

(c) Bereavement Leave. The Executive Director shall be entitled to a maximum of five (5) days for a death in her immediate family, i.e., spouse, child, sibling, parent, parent-in-law. Bereavement leave days shall be exclusive of sick leave and non-cumulative.

(d) Extended Illness. The Executive Director shall be credited with a bank of 180 extended illness days which shall be available for her use only in the event that the Executive Director shall suffer a serious illness which shall prevent her from the performance of her duties as Executive Director. Such illness shall be certified by the Executive Director's physician. Upon such written

certification, and upon the exhaustion of the Executive Director's sick and vacation leave accruals, the Executive Director shall be permitted to draw upon such extended illness days and receive her full salary for each day of extended illness. At the request of the Board, the Executive Director shall submit to an examination by a physician or other health professional appointed by the Board to verify the continued qualification of the Executive Director to receive the extended illness benefit. Such extended illness days shall not be increased beyond the initial 180 days, and in no event shall such extended illness days be converted to their cash value, it being the specific intention of the parties that such days be available solely to provide compensation to the Executive Director during a period of serious illness.

11. Performance Evaluation. The Superintendent of Schools shall provide a written performance evaluation of the Executive Director's performance on an annual basis.

12. Disciplinary Procedures; Termination. The Executive Director shall be subject to the procedures set forth in sections 3020-a, 3012, and 3031 of the New York State Education Law. In the event of termination of the Executive Director, this employment agreement, and all the rights, benefits and obligations it confers, shall cease to be effective.

13. Indemnification. The Board agrees to provide legal counsel and to indemnify the Executive Director against all uninsured financial loss arising out of any claim, demand, suit or judgment by reason of alleged negligence or other conduct resulting in bodily or other injury to any person or damage to the property of any person committed while the Executive Director is acting within the scope of her employment or under the direction of the Board. The Executive Director shall also be entitled to all protections of all New York State statutes providing indemnification and legal defense to officers and employees of the District, including, but not limited to, Public Officers Law Section 18.

14. Governing Law. This Agreement has been entered into under, and shall be governed

in accordance with, the laws of the State of New York.

15. Paragraph Headings. The paragraph headings in this Agreement are for convenience of reference only; if there is a conflict between any such heading and the text of this Agreement, the text shall control.

16. Written Agreement. This Agreement shall continue in full force and effect for the term expressed herein, unless otherwise terminated, modified or extended in accordance with the provisions hereof, and shall not be susceptible to oral modifications, nor shall parol evidence be admissible to establish any oral modification thereof.

17. Severability. The invalidity or unenforceability of any provision herein shall in no way affect the validity or enforceability of any other provisions.

IN WITNESS WHEREOF, the parties have executed this Agreement the day and year first above written.

BOARD OF EDUCATION OF THE
MANHASSET UNION FREE SCHOOL DISTRICT

BY: Ted Post 6/30/26
Ted Post, President (date)

06/29/2026
Laura Peterson (date)