EMPLOYMENT AGREEMENT:
PETER NICEFORO
AS
INFORMATION TECHNOLOGY MANAGER

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 PETER NICEFORO, residing at [redacted] ("Information Technology Manager").

W I T N E S S E T H:

WHEREAS, the Board has offered to employ Peter Niceforo as the Information Technology Manager of the Manhasset Union Free School District ("District") upon the terms and conditions set forth herein; and

WHEREAS, Information Technology Manager 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 Information Technology Manager'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 this agreement shall be for the period July 1, 2026 through June 30, 2027, unless further extended or sooner terminated as provided by law. This agreement shall supersede and replace all prior agreements between the Board and the Information Technology Manager relating to terms and conditions of employment, as well as any prior amendments to such prior agreements.

2. Duties. The Information Technology Manager agrees to perform, to the best of his ability, all duties and services necessary to coordinate, organize, and supervise technical staff, both District employees and contractors, engaged in all aspects of information technology, or in independently managing an information technology program. This includes the planning, development, and management of staffing, equipment, facilities, and procedures for all aspects of information technology. The Information Technology Manager is responsible for network administration, network design, data and/or telecommunications, systems analysis, website development, and database management. The Information Technology Manager agrees to perform his duties in accordance with the laws of the State of New York and applicable rules and regulations of the Board of Regents and the Commissioner of Education of New York. Further, the Information Technology Manager agrees to perform such other duties as may be assigned by the Superintendent of Schools or the Assistant Superintendent for Business and Operations.

3. Salary. (a) The annual salary shall be $135,427 for the period July 1, 2026 through June 30, 2027. The salary for any subsequent years (July 1 through June 30) will be determined by the Board. In no event shall the annual salary in any given contract year (July 1 through June 30) be less than the annual salary set for the previous contract year. Salary shall be paid in equal installments in accordance with the rules of the Board governing salary payment to administrative employees.

(b) 403 (b) Contribution. The District will make an annual, non-elective employer contribution to the Information Technology Manager's 403(b) account in the amount of 1.5% current base salary. Such payment shall be made on or about May 15 each year. It is understood that the Information Technology Manager agrees to indemnify and save the District harmless against any and all claims and/or liabilities, including fees, that arise out of or by reason of action taken or not taken

by the District for the purpose of complying with this Section.

4. Health Insurance. (a) The District shall pay 80% and the Information Technology Manager shall contribute 20% of the cost of the premium (family, 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 Information Technology Manager waives the right to carry District-sponsored health insurance for a full fiscal year (July 1 through June 30), he 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 Information Technology Manager is solely eligible for an individual policy, or $4,000 annually if the Information Technology Manager 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 Information Technology Manager 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 seven years of District service. Upon retirement from the District, the Information Technology Manager shall be guaranteed in retirement the same contribution rate he had immediately prior to the effective date of his retirement from District service. In the event that the Information

Technology Manager shall leave District service having vested retiree health insurance rights but prior to retirement, and subsequently be eligible to rely on his vested health insurance rights in the District to provide his health insurance coverage in retirement, the contribution rate shall be the contribution rate then charged to District employees holding the title of Information Technology Manager, or the substantially equivalent title.

5. Dental Insurance. The District shall pay 80% and the Information Technology Manager shall contribute 20% of the cost of the premium (family or individual coverage) for dental insurance coverage under the District's existing dental insurance policy.

6. Life Insurance. The District will provide a fully paid term life insurance policy with a policy amount of two times the Information Technology Manager' annual salary.

7. Work Year. The Information Technology Manager's work year shall be twelve months. The Information Technology Manager 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 Information Technology Manager shall not be required to work on days designated as legal school holidays when the District's Central Office is closed.

8. Vacation. (a) The Information Technology Manager shall be entitled to twenty (20) paid vacation days annually, which days shall be earned at the rate of two days per month for the first ten months of each fiscal year, for the period July 1, 2026 to June 30, 2027. If the Information Technology Manager's employment is terminated or discontinued for any reason, including resignation or retirement, unused vacation days will not be eligible for cash-out.

(b) The Information Technology Manager may use vacation days in advance of

the actual date earned, provided that in the event the Information Technology Manager 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 Information Technology Manager and deduct the value of such unearned days from any final payment made to him.

(c) Such vacation days shall be taken at such time or times as shall be mutually agreeable to the parties. Vacation days may not be carried over, but shall be used during the school year (July 1 through June 30) in which such days are earned.

9. Other Leave. (a) Sick Leave. The Information Technology Manager shall be credited annually with fifteen (15) days of paid sick leave days on July 1st of each year, for the period July 1, 2026 to June 30, 2027. Such days may be used for personal illness, religious holidays, or illness in the immediate family. Three of such days may be used for personal business. Unused sick leave may be accumulated up to a maximum of sixty-five (65) days.

(b) Bereavement Leave. The Information Technology Manager shall be entitled to a maximum of five (5) days for a death in his immediate family i.e., spouse, domestic partner, child, sibling, parent, parent-in-law, grandparent. Bereavement leave days shall be exclusive of sick leave and non-cumulative.

(c) Extended Illness. The Information Technology Manager shall be credited with a bank of 180 extended illness days which shall be available for his use only in the event that he shall suffer a serious illness, which shall prevent him from the performance of his duties. Such illness shall be certified by the Information Technology Manager's physician. Upon such written certification, and upon the exhaustion of his sick and vacation leave accruals, the Information Technology Manager shall be permitted to draw upon such extended illness days and receive his full salary for each day of

extended illness. At the request of the Board, the Information Technology Manager shall submit to an examination by a physician or other health professional appointed by the Board to verify the continued qualification of the Information Technology Manager 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 Information Technology Manager during a period of serious illness.

10. Performance Evaluation. The Superintendent or designee shall provide a written performance evaluation of the Information Technology Manager's performance on an annual basis.

11. Governing Law. This agreement has been entered into under, and shall be governed in accordance with, the laws of the State of New York.

12. 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.

13. 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.

14. 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 the Agreement the day and year first above written.

BOARD OF EDUCATION OF THE
MANHASSET UNION FREE SCHOOL DISTRICT

BY: _____ Date: 6/30/26
Ted Post, President

_____ Date: 6-26-26
Peter Niceforo