

Salary and Benefits Agreement for

AGREEMENT made this 21st day of June, 2016 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 (hereinafter referred to as the "Employee"),

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 School District Treasurer in the Elwood Union Free School District, effective the 18th day of July 2016.

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 contained shall be deemed to have modified the foregoing in any respect;

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 the District's School District Treasurer in accordance with the terms and conditions of the within Agreement and the Civil Service Duty Statement attached hereto as Appendix A.

II. **DURATION:** This Agreement shall be effective for the period from July 18, 2016 through June 30, 2017.

III. **SALARY:**

a. The salary for the School District Treasurer for the 2016-2017 school year shall be \$80,000 (pro-rated for the period 7/18/16 – 6/30/16).

b. The salary for any year commencing thereafter shall be determined as follows:

- i. No later than May 15th 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. The decision of the Board shall be communicated to the Superintendent of Schools (the "Superintendent") and thereafter by the Superintendent to the Employee on or about each June 30th during the term of this agreement.

- 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 (or benefits granted) to the Employee in any year pursuant to this Agreement shall not be reduced from the salary paid to the Employee in any subsequent year, unless agreed to in writing by both the Employee and the Board.
- c. Salary payments shall be electronically directly deposited into a bank account of Employee's choice.

IV. BENEFITS:

- a. Medical Insurance. The group State Health program provided to the District's teachers, or its equivalent, will be made available to the Employee on an individual or family basis, subject to the regulations and conditions established by the insurance carrier. During the term of the Employee's employment hereunder, the District shall pay 90% of the premium in effect on June 30, 2004 and 75% of any additional increases after that date, and the Employee shall contribute 10% of the June 30, 2004 premiums for the Employee's participation in the District's individual or family medical insurance/health care program plus 25% of any additional increases after that date.
- 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 amount of such payment from the District will be the same as it pays for members of the Council of Elwood Administrators, as provided for in its existing collective bargaining agreement with that unit and all successor agreements. The existing amount for the 2016-17 school year is \$1,500 for waiver of applicable Individual coverage or \$3,000 for waiver of applicable Family coverage.
- c. The District shall pay 75% of family coverage, or 85% of individual coverage (whichever is applicable) of the cost of health insurance on behalf of the employee upon retirement under the service retirement provisions of the New York State Retirement System, provided the Employee has a minimum of ten (10) years of full time Elwood service.
- d. 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.

- e. 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.
- f. 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 percent (100%) of annual salary rounded to the next higher \$500.00. The insurance plan shall also provide Employee with the opportunity to purchase additional insurance as per District policy at no cost to the District.
- g. 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.
- h. Tax Sheltered Annuity. The District shall make a Tax Sheltered Annuity Plan available to Employee, with the Employee responsible for all plan contributions.
- i. Sick Leave. Employee shall be granted twelve (12) sick days per year with an unlimited accumulation of unused sick days.
- j. Vacation. Vacation days shall require the prior approval of the Superintendent of Schools. During each year of the Employee's employment hereunder, the Employee shall be granted twenty (20) vacation days per year, and all such vacation time is to be expended during the year (July 1 to June 30) immediately following the school year in which it is earned.
- k. Personal Leave. The Employee shall be granted three (3) personal leave days per year. Personal leave days require the prior approval of the Superintendent of Schools. Unused sick and personal leave may be accumulated annually subject to limitations and procedures set forth by the school district.
- 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 New York State Employees' Retirement System (NYSERS) plan.

Upon service retirement under the rules defining service retirement in the New York State Employees' Retirement System or the New York State Teacher Retirement System, whichever applies, and with a minimum of ten (10) years full-time service Elwood service, 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.

V. WORK YEAR:

- a. The Employee's work year is twelve (12) months.
- b. Employee shall be required to attend such Board of Education meetings and other evening meetings as directed by the Superintendent of Schools.
- c. Employee is entitled to nineteen (19) holidays with pay per year. The 19 specific holidays shall consist of all Federal and State holidays, plus additional days to be defined by the District before the start of each year.
- d. Employee shall not be required to work during the District recess periods, to wit the Christmas, February and Spring recess with the exception that the Employee shall work one of the holiday weeks as required by the Superintendent of Schools.

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

VII. 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.

VIII. 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.

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

X. **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.

Elwood Union Free School District


Board President
Board of Education,
Elwood Union Free School District

Dated: 7/1/16

Dated: 6/21/16

SUFFOLK COUNTY
DEPARTMENT OF CIVIL SERVICE

NEW POSITION DUTIES STATEMENT

Department head or other authority requesting the creation of a new position, prepare a separate description for each new position to be created except that one description may cover two or more identical positions in the same organizational unit. Forward two typed copies to this department.

Civil Service Law: Section 22: Certification for new position. Before any new positions in the service of the city or other civil division shall be created, the proposal therefore including a statement of the duties of the positions, shall be referred to the municipal commission shall furnish a certificate stating the appropriate civil service title for the proposed positions. Any such new position shall be created only with the title approved and certified by the commission. Effective April 13, 1957.

1. DEPARTMENT

MUNICIPALITY

Elwood Public Schools, 100 Kenneth Avenue, Greenlawn, NY 11740

2. DESCRIPTION OF DUTIES: Describe the work in sufficient detail to give a clear word picture of the job. Use a separate paragraph for each kind of work and describe the more important or time-consuming duties first. In the left column, estimate how the total working time is divided.

PERCENT
OF
WORK TIME

School District Treasurer

50%	Responsible for the financial and bookkeeping duties related to cash and investments for the School Board
30%	Disburses funds upon order of Board to pay district salaries and expenses
10%	Invests idle funds in approved investment instruments
5%	Projects cash flow and fund balances
5%	Prepares payments for federal, state, local taxes and social security

FIRST AMENDMENT

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

WHEREAS, the parties entered into an Agreement effective July 18, 2016 which was effective from July 18, 2016 through June 30, 2017, 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 extended from July 1, 2017 through June 30, 2018.
3. **SALARY:**
 - a) The annual salary for the School District Treasurer for the year July 1, 2017 through June 30, 2018 shall be \$81,200 as follows:

2016-17 base salary	\$80,000
+ 1.5 % increase	<u>1,200</u>
2017-18 base salary	\$81,200
 - b) Following the first ten (10) 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.
4. **VACATION:** Paragraph "d" shall be revised as follows: Employee shall not be required to work during the District recess periods, to wit the Christmas, February and Spring recess with the exception that the Employee shall work three (3) days over one of the holiday weeks as required by the Superintendent of Schools.

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

Elwood Union Free School District

④ Michael L. Miller
Board President, Board of Education of
the Elwood Union Free School District

Dated: 5/18/17

Dated: 5/18/17

SECOND AMENDMENT

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

WHEREAS, the parties entered into an Agreement effective July 18, 2016 which was effective from July 18, 2016 through June 30, 2018, and

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

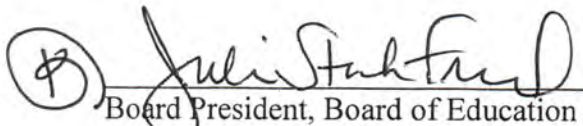
NOW, THEREFORE, based upon the mutual covenants and understanding between the Employee and the Board, it is understood and agreed:

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 extended from July 1, 2018 through June 30, 2019.
3. **SALARY:**
 - a) The annual salary for the School District Treasurer for the year July 1, 2018 through June 30, 2019 shall be \$82,824 as follows:

2017-18 base salary	\$81,200
+ 2% increase	\$1,624
2018-19 total salary	<u>\$82,824</u>

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

Elwood Union Free School District


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

Dated: 6/7/18

Dated: 4/26/18

THIRD AMENDMENT

THIRD AMENDMENT to the Salary and Benefits Agreement between the BOARD OF EDUCATION of the ELWOOD UNION FREE SCHOOL DISTRICT and

WHEREAS, the parties entered into an Agreement effective July 18, 2016 which was effective from July 18, 2016 through June 30, 2019, 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. **VACATION:**

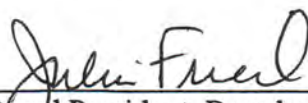
The following sentence will be added to Article IV, Paragraph "j": A maximum of five (5) days of unused vacation time shall be paid to the Employee at the then current per diem rate of pay at the end of the fiscal year in which it was available for use. The per diem rate will be based on 1/260th of the Employee's salary.

3. **WORK YEAR:**

The following sentences will be added to Article V, Paragraph "a": The employee shall normally work thirty-five (35) hours per week, five (5) days per week and seven (7) hours per day, which will be exclusive of one (1) hour per day for lunch.

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

Elwood Union Free School District



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

Dated: 1/24/2019

FOURTH AMENDMENT

FOURTH AMENDMENT to the Salary and Benefits Agreement between the BOARD OF EDUCATION of the ELWOOD UNION FREE SCHOOL DISTRICT and

WHEREAS, the parties entered into an Agreement effective July 18, 2016 which was effective from July 18, 2016 through June 30, 2019, and

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

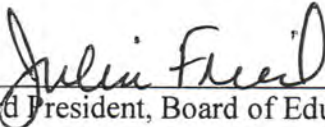
NOW, THEREFORE, based upon the mutual covenants and understanding between the Employee and the Board, it is understood and agreed:

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 extended from July 1, 2019 through June 30, 2020.
3. **SALARY:**
 - a) The annual salary for the School District Treasurer for the year July 1, 2019 through June 30, 2020 shall be \$84,480 as follows:

2017-18 base salary	\$82,824
+ 2% increase	\$1,656
2018-19 total salary	<u>\$84,480</u>

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

Elwood Union Free School District



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

Dated: 7/10/19

FIFTH AMENDMENT

FIFTH AMENDMENT to the Salary and Benefits Agreement between the BOARD OF EDUCATION of the ELWOOD UNION FREE SCHOOL DISTRICT and

WHEREAS, the parties entered into an Agreement effective July 18, 2016 which was effective from July 18, 2016 through June 30, 2020, and

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

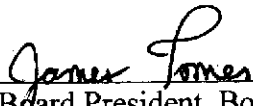
NOW, THEREFORE, based upon the mutual covenants and understanding between the Employee and the Board, it is understood and agreed:

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 extended from July 1, 2020 through June 30, 2021.
3. **SALARY:**
 - a) The annual salary for the School District Treasurer for the year July 1, 2020 through June 30, 2021 shall be as follows:

2020-21 base salary	\$85,147
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IN WITNESS WHEREOF, the parties hereto have set their hands and seals.

Elwood Union Free School District



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

Dated: 7/13/20_____

SIXTH AMENDMENT

SIXTH AMENDMENT to the Salary and Benefits Agreement between the BOARD OF EDUCATION of the ELWOOD UNION FREE SCHOOL DISTRICT and

WHEREAS, the parties entered into an Agreement effective July 18, 2016 which was effective from July 18, 2016 through June 30, 2017, extended through June 30, 2021, and;

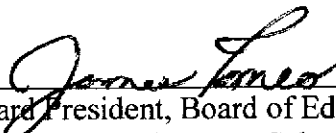
WHEREAS, the parties are desirous of amending said Agreement; and

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 extended from July 1, 2021 through June 30, 2022.
3. **SALARY:**
 - a) The annual salary for the School District Treasurer for the year July 1, 2021 through June 30, 2022 shall be \$90,000.

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

Elwood Union Free School District


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

Dated: 6/10/2021

Dated: 6/3/21

SEVENTH AMENDMENT

SEVENTH AMENDMENT to the Salary and Benefits Agreement between the BOARD OF EDUCATION of the ELWOOD UNION FREE SCHOOL DISTRICT and

WHEREAS, the parties entered into an Agreement effective July 18, 2016 which was effective from July 18, 2016 through June 30, 2017, extended through June 30, 2022, and;

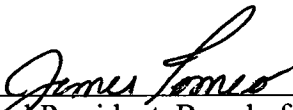
WHEREAS, the parties are desirous of amending said Agreement; and

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 extended from July 1, 2022 through June 30, 2023.
3. **SALARY:**
 - a) The annual salary for the School District Treasurer for the year July 1, 2022 through June 30, 2023 shall be \$91,800.

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

Elwood Union Free School District



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

Dated: 1/1/22

Dated: 6/30/22

EIGHTH AMENDMENT

EIGHTH AMENDMENT to the Salary and Benefits Agreement between the BOARD OF EDUCATION of the ELWOOD UNION FREE SCHOOL DISTRICT and ROSALIA SEITER

WHEREAS, the parties entered into an Agreement effective July 18, 2016 which was effective from July 18, 2016 through June 30, 2017, extended through June 30, 2023, 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 extended from July 1, 2023 through June 30, 2024.
3. **SALARY:**
 - a) Effective July 1, 2023, the annual salary shall include a cost of living increase equal to the increase in the CPI-U, AU Urban Consumers for 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%).
 - b) The annual salary for the School District Treasurer for the year July 1, 2023 through June 30, 2024 shall be \$93,636.
 - c) Longevity: Following the first seven (7) years of service, the Employee shall receive \$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 not exceed \$3,350.

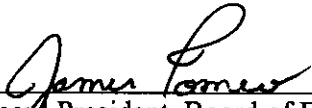
4. **BENEFITS:**

d) Section IV, paragraph "a" shall be amended as follows:

- 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. Effective July 1, 2023, the employee shall contribute twenty-one percent (21%) of the annual premiums for the Employee's participation in the District's individual or family medical insurance/health care program

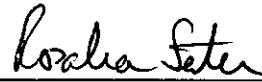
IN WITNESS WHEREOF, the parties hereto have set their hands and seals.

Elwood Union Free School District



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

Dated: 7/6/23



Rosalia Seiter

Dated: 6/27/23

NINTH AMENDMENT

NINTH AMENDMENT, made this 12th day of October, 2023 to the June 21, 2016 Agreement between Rosalia Seiter, School District Treasurer and the BOARD OF EDUCATION of the Elwood Union Free School District.

WHEREAS, the parties entered into an Agreement on June 21, 2016 which was effective from July 18, 2016 through June 30, 2017, and extended through June 30, 2024, and;

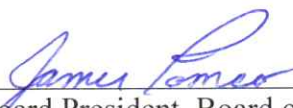
WHEREAS, the parties are desirous of further amending the June 21, 2016 Agreement; and

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 and subsequent amendments, shall remain in full force and effect except as modified herein.
2. **COMPENSATION:**
 - a) Effective October 1, 2023, the annual salary shall for the School District Treasurer shall be One Hundred Eighteen Thousand Six Hundred Thirty-Six Dollars (\$118,636).

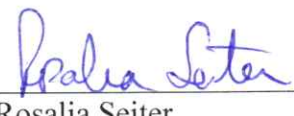
IN WITNESS WHEREOF, the parties hereto have set their hands and seals.

Elwood Union Free School District



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

Dated: 10/12/23



Rosalia Seiter

Dated: 10/4/2023

TENTH AMENDMENT

NINTH AMENDMENT, made this 1ST day of July, 2024 to the June 21, 2016 Agreement between Rosalia Seiter, School District Treasurer and the BOARD OF EDUCATION of the Elwood Union Free School District.

WHEREAS, the parties entered into an Agreement on June 21, 2016 which was effective from July 18, 2016 through June 30, 2017, and extended through June 30, 2024, and;

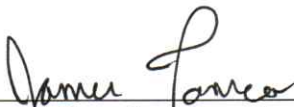
WHEREAS, the parties are desirous of further amending the June 21, 2016 Agreement; and

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 and subsequent amendments, shall remain in full force and effect except as modified herein.
2. **DURATION:** This agreement shall be extended from July 1, 2024 through June 30, 2025.
3. **SALARY:**
 - (a) Effective July 1, 2024, the salary for the District Treasurer shall be \$121,009, reflecting a 2% increase for the 2024-2025 school year.

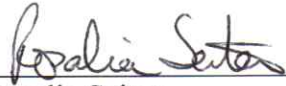
IN WITNESS WHEREOF, the parties hereto have set their hands and seals.

Elwood Union Free School District



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

Dated: 6/13/24



Rosalia Seiter

Dated: 6/13/24

TWELFTH AMENDMENT

TWELFTH AMENDMENT, made this 1ST day of July, 2026 to the June 21, 2016 Agreement between Rosalia Seiter, School District Treasurer and the BOARD OF EDUCATION of the Elwood Union Free School District.

WHEREAS, the parties entered into an Agreement on June 21, 2016 which was effective from July 18, 2016 through June 30, 2017, and extended through June 30, 2026, and;

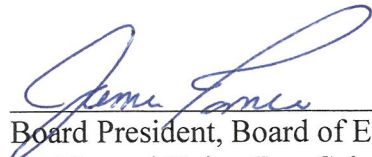
WHEREAS, the parties are desirous of further amending the June 21, 2016 Agreement; and

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 and subsequent amendments, shall remain in full force and effect except as modified herein.
2. **DURATION:** This agreement shall be extended from July 1, 2026 through June 30, 2027.
3. **SALARY:**
 - (a) Effective July 1, 2026, the base salary for the District Treasurer shall be \$125,897, reflecting a 2% increase for the 2025-2026 school year.
4. **BENEFITS:** add the following to Paragraph IV, (n)
 - (n) 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).

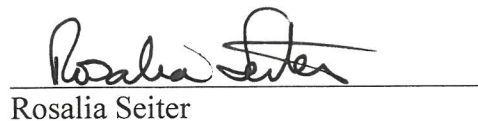
IN WITNESS WHEREOF, the parties hereto have set their hands and seals.

Elwood Union Free School District



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

Dated: 7/15/26



Rosalia Seiter

Dated: 6/2/26