

ADDENDUM dated this 10th day of August, 2026 to the Salary and Benefits Agreement, dated October 9, 2018, as amended, between the **BOARD OF EDUCATION OF THE NORTH MERRICK UNION FREE SCHOOL DISTRICT** ("the District") and **EDWARD MURPHY**, Assistant to the Superintendent for PPS and Special Education ("Assistant to the Superintendent").

WHEREAS, the parties entered into a Salary and Benefits Agreement dated October 9, 2018, establishing the benefits and other remunerations paid to the Assistant to the Superintendent for his services as Assistant to the Superintendent for PPS and Special Education; and

WHEREAS, the parties previously entered into an Addendum to the Salary and Benefits Agreement dated June 11, 2019; and

WHEREAS, the parties previously entered into an Addendum to the Salary and Benefits Agreement dated March 9, 2021; and

WHEREAS, the parties previously entered into an Addendum to the Salary and Benefits Agreement dated July 1, 2022; and

WHEREAS, the parties previously entered into an Addendum to the Salary and Benefits Agreement dated July 11, 2023; and

WHEREAS, the parties previously entered into an Addendum to the Salary and Benefits Agreement dated July 9, 2024; and

WHEREAS, the parties previously entered into an Addendum to the Salary and Benefits Agreement dated July 8, 2025; and

WHEREAS, the parties are desirous of further amending said Salary and Benefits Agreement on the terms and conditions set forth herein.

NOW THEREFORE, based on the mutual covenants and understandings between the parties, it is agreed:

1. **Effect of the Addendum**: All of the terms and provisions set forth at length in the Salary and Benefits Agreement, dated October 9, 2018, the Addendum to the Salary and Benefits Agreement, dated June 11, 2019, the Addendum to the Salary and Benefits Agreement dated March 9, 2021, the Addendum to the Salary and Benefits Agreement dated July 1, 2022, the Addendum to the Salary and Benefits Agreement dated July 11, 2023, and the Addendum to the Salary and Benefits Agreement dated July 9, 2024 and the Addendum to the Salary and Benefits Agreement dated July 8, 2025, shall remain unchanged and continue in full force and effect, except as expressly modified herein.
2. **Wages**: Effective July 1, 2026, the Assistant to the Superintendent's base annual salary for the 2026-27 school year shall be increased by three percent (3%) from the previous year.
3. **Insurance**: Effective July 1, 2026, paragraph 8(g) of the Salary and Benefits Agreement dated October 9, 2018 shall be revised as follows:
 - (i). After giving proper notice in writing to the District of the Assistant to the Superintendent intention to retire and also proper written notice to the New York State Teachers' Retirement System ("NYSTRS") which, is approved, the Board shall pay into retirement sixty-five percent (65%) of individual or family health insurance as of the date of retirement.
 - (ii). If the Assistant to the Superintendent meets the criteria above

and has completed 10 years of service to the District, the Board shall pay into retirement seventy percent (70%) of individual or family health insurance.

- (iii). If the Assistant to the Superintendent meets the criteria stated above and has completed 20 years of service to the District, the Board shall pay into retirement seventy-five percent (75%) of individual or family health insurance.

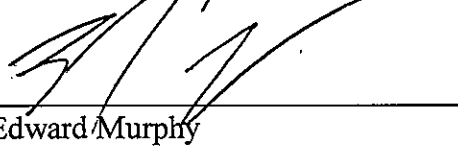
4. **Vacation:** Effective July 1, 2026, paragraph 9(a)(ii) is amended to reflect that the Assistant to the Superintendent is entitled to be reimbursed on a per diem basis for the amount of vacation days not taken, not to exceed fifteen (15) days in any said year.

IN WITNESS WHEREOF, the parties have duly executed this Addendum to the original Salary and Benefits Agreement, the day and year first written above.

NORTH MERRICK UNION FREE SCHOOL DISTRICT

By: 
Megan C. Ryan, Board President

Date: 8/17/2026

By: 
Edward Murphy

Date: 8/24/26