

**AMENDMENT TO EMPLOYMENT AGREEMENT
DATED JUNE 14, 2016 FOR CYNTHIA SENIUK
SUPERINTENDENT OF SCHOOLS**

AMENDMENT, made this 10th day of August, 2026 to the June 14, 2016 Agreement, as amended, between CYNTHIA SENIUK, Superintendent of Schools (hereinafter referred to as the "Superintendent"), and the BOARD OF EDUCATION of the North Merrick Union Free School District (hereinafter referred to as the "Board").

WHEREAS, the parties entered into an Agreement dated the 14th day of June, 2016 establishing the benefits and other remunerations paid to the Superintendent by the Board for her services as Superintendent of Schools, and

WHEREAS, the parties entered into an Amendment to Agreement dated the 1st day of December, 2016 and

WHEREAS, the parties entered into an Amendment to Agreement dated the 13th day of June, 2017; and

WHEREAS, the parties entered into an Amendment to Agreement dated the 10th day of October, 2017; and

WHEREAS, the parties entered into an Amendment to Agreement dated the 11th day of June, 2019; and

WHEREAS, the parties entered into an Amendment to Agreement dated the 11th day of August, 2020;

WHEREAS, the parties entered into an Amendment to Agreement dated the 13th day of December, 2022;

WHEREAS, the parties entered into an Amendment to Agreement dated the 9th day of July, 2025;

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

FIRST: **Effect of the Amendment**

All of the terms and provisions set forth at length in the afore-described June 14, 2016 Agreement, the Amendment thereto dated December 1, 2016 the Amendment thereto dated June 13, 2017, the Amendment dated thereto October 10, 2017, the Amendment thereto dated June 11, 2019; the Amendment thereto dated August 11, 2020 and the amendment dated December 13, 2022, and the amendment dated July 9, 2025 shall continue in full force and effect during the term of employment of the Superintendent, except as expressly

modified herein.

SECOND: **Term of Employment**

The term of the Employment Agreement shall be extended through June 30, 2031, replacing the previous expiration date of July 31, 2028 set forth in the July 9, 2025 Amendment, unless sooner terminated as set forth in the terms of the June 14, 2016 Agreement.

THIRD: **Compensation**

Section 5 of the Agreement entitled "Compensation" shall be amended as follows:
Effective July 1, 2026, the Superintendent's annual salary shall be three percent (3%) greater than the Superintendent's 2025-2026 salary.

FOURTH: **Longevity**

The following longevity stipend will be paid to the Superintendent: Effective July 1, 2026, the longevity stipend will be included in the base salary and will be paid in the year following the respective year of service: After ten (10) years of service, \$2,500.

FIFTH: **Holidays**

Section 11(a) and (b) shall be removed and replaced with the following:
The Superintendent will be afforded the holidays and school recess periods as scheduled on the school calendar except for February recess outside of days in which the District is not closed.

SIXTH: **Health Insurance**

Section 9(A(d) of the Agreement under the caption "Benefits", shall be amended as follows:

(d) Provided the SUPERINTENDENT shall finally retire from the DISTRICT, the DISTRICT shall pay 90% of the premium of the individual New York State health insurance plan ("NYSHIP") for life. Should the SUPERINTENDENT have previously declined health insurance coverage, she shall be entitled to enter the plan at retirement if she is no longer eligible for health insurance coverage with a

DISTRICT contribution of 90% of the premium cost for individual coverage under the NYSHIP plan for life.

SEVENTH: Personal Days

Section 12(d) shall be amended to reflect that “All unused personal days shall be accumulated as sick days at the end of the school year.”

EIGHTH: Vacation

Section 11.d of the Agreement under the caption “Vacation and Holidays”, which was amended in the October 10, 2017 Amendment, shall be further amended as follows:

(d) Commencing with the 2026-27 school year, the SUPERINTENDENT is eligible to receive a cash payment for up to twenty (20) unused vacation days at the end of each twelve (12) month period, at the rate of 1/230th of her annual salary.

NINTH: Retirement Benefits

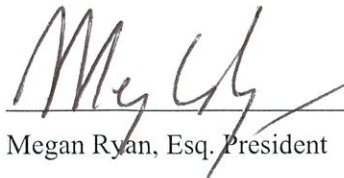
All references to 1/240th of Superintendent’s annual salary regarding retirement payouts shall be modified to reflect that it is 1/230th of the Superintendent’s annual salary.

TENTH: Ministerial Edits

The parties agree that prior to the 2027-2028 school year, all of the amendments will be incorporated into a master agreement that the parties will execute.

NORTH MERRICK UNION FREE
SCHOOL DISTRICT

By:


Megan Ryan, Esq. President


Dr. Cynthia Seniuk, Superintendent