FIRST AMENDMENT made this 17th day of June 2026, by and between the BOARD OF EDUCATION OF THE GLEN COVE CITY SCHOOL DISTRICT, County of Nassau, New York (hereinafter referred to as the "District") and DR. ALEXA DOESCHNER (hereinafter referred to as the "Superintendent" or "Employee"), residing at

WHEREAS, the parties entered into a wage and benefit Agreement dated May 21, 2025, establishing the benefits and remuneration paid to the Superintendent by the Board for her services as Superintendent of Schools; and

WHEREAS, the parties are desirous of amending said Agreement;

NOW THEREFORE, based upon the mutual covenants and understandings between the parties, it is agreed as follows:

FIRST: All of the terms and provisions set forth at length in the aforedescribed Agreement dated May 21, 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

Article I (1) of the May 21, 2025 Agreement shall be amended by extending the term of employment for an additional two years. Accordingly, the Superintendent's term of employment shall be extended through June 30, 2030.

THIRD: Compensation

Article III (1)(b) of the May 21, 2025 Agreement shall be amended to the following:

As of July 1, 2026 and each July 1 thereafter the Superintendent's salary shall be increased by two (2%) percent thereafter annually through the 2029-2030 school year.

FOURTH: Agreement Renewals

Article V (1) of the May 21, 2025 Agreement shall be amended to the following:

The Board shall notify the Superintendent, on or before October 1, 2029 whether it intends to extend her employment for an additional year or years commencing on July 1, 2030 or whether the Superintendent's term will expire on June 30, 2030, provided that the Superintendent shall remind the Board of this matter no later than July 1, 2029. If the Board has determined not to renew this Agreement at its expiration, it shall, at least nine (9) months prior thereto, serve written notice of its intention not to renew to the Superintendent. Failure to provide said notice shall not result in an extension of this Agreement. Nothing herein contained shall preclude termination of this Agreement by mutual consent of the parties with or without prior notice.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals the day and year first above set forth.

GLEN COVE CITY SCHOOL DISTRICT
BOARD OF EDUCATION

Dated: 6/16/26 By: _____
Angela Raimo, President

Dated: 6/16/26 _____
Dr. Alexa Doeschner, Superintendent

AGREEMENT made this 21st day of May, 2025, by and between the BOARD OF EDUCATION OF THE GLEN COVE CITY SCHOOL DISTRICT, Nassau County, New York and Dr. Alexa Doeschner, residing at, (hereinafter the "Superintendent").

WHEREAS, the Board has offered to employ Dr. Alexa Doeschner as Superintendent of Schools pursuant to the terms and conditions set forth in this Agreement; and

WHEREAS, the Superintendent has accepted the Board's offer of employment upon the terms and conditions set forth herein; and

WHEREAS, the parties have mutually agreed upon the following terms and conditions relative to the Superintendent's employment by the District.

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

ARTICLE I TERM OF EMPLOYMENT AND WORK YEAR

1. The Superintendent's term of employment shall be for three (3) years, commencing on July 1, 2025 and terminating on June 30, 2028, unless further extended or sooner terminated as herein after provided.

2. The Superintendent's work year shall be 12 months from July 1 to June 30. The Superintendent shall be required to work during the December, February or Spring breaks, on days when school is closed except for school holidays that occur during said recess periods and on those days designated as public holidays by the General Construction Law of the State of New York, section 24. Up to two holidays may be used as floating holidays.

ARTICLE II DUTIES AND RESPONSIBLITIES OF SUPERINTENDENT AND BOARD

1. The Superintendent shall have charge of the schools of the District under the direction of the Board; she shall be the chief administrative officer of the District and shall perform all the duties and possess all the powers and authority now or hereafter imposed upon or granted to a superintendent of schools under the provision of the Education Law or other applicable statutes, laws, rules and/or regulations and those duties and/or responsibilities established by the Board pursuant to such statutes, laws, rules and regulations.

2. During the term of this agreement, the Superintendent shall faithfully, diligently and in accordance with accepted professional standards, perform and discharge the duties and responsibilities of Superintendent of Schools of the District as set forth in the Education Law and other applicable statutes, laws, rules and/or regulations and the duties and/or responsibilities established by the Board pursuant to such statutes, laws, rules and/or regulations.

3. The Superintendent represents that she will, throughout the term of this Agreement, hold a valid certificate to act as a Superintendent of Schools in the State of New York and that proof of such certification will be furnished to the District Clerk upon request. It is expressly understood that failure to hold and maintain such certification shall be the cause for the immediate termination of this agreement and/or the employment of the Superintendent.

4. To organize and reorganize the District's administrative, supervisory, and support staff, including instructional and non-instructional personnel, in a manner which in the Superintendent's judgement best serves the Glen Cove City School District, including authority to initiate and approve all transfer of District staff from one job assignment or place of employment to another, subject to the approval of the Board;

5. To supervise and direct associate and assistant superintendents, directors, supervisors, principles, teachers, civil service, employees, and all other persons employed in either the business management or the instructional activities of the Glen Cove City School District;

6. To make recommendations to the board as a prerequisite to the appointment or termination of employment of both instructional and non-instructional employees, including any extensions of a probationary employee's probationary period.

7. The Superintendent shall be notified of all meetings of the Board and shall have the right to attend all public meetings and speak on all matters before the Board, but not to vote. The Board may exclude the Superintendent from any portion of an executive session during which her performance or salary or when internal Board of Education issues are discussed.

8. Consistent with Education Law §211-b(5)(a), the Superintendent shall be required to cooperate fully with any distinguished educator appointed by the Commissioner of Education pursuant to Education Law §211-c.

ARTICLE III COMPENSATION AND EVALUATION

1. (a) The Superintendent's annual base salary for the period of July 1, 2025 to June 30, 2026 shall be Two Hundred Forty-Five Thousand ($245,000) Dollars.

   (b) As of July 1, 2026 and each July 1 thereafter the Superintendent 's salary shall be increased by two (2%) percent thereafter annually through the 2027/2028 school year.

2. The Board shall conduct an annual evaluation of the performance of the Superintendent utilizing mutually agreed upon goals during each year of this Agreement and shall provide the Superintendent with a written evaluation to be discussed in an executive session of the Board, no later than July 30. The Board shall base its evaluation upon the Superintendent's performance and progress toward the goals and objectives established by the Superintendent and the Board, as well as on the general performance of the Superintendent in carrying out her required duties and responsibilities. The form of the written evaluation shall be mutually developed by the Board and the Superintendent within 6 months of the commencement of the Superintendent's services. The Superintendent shall be provided

with a copy of the written evaluation at least ten (10) days prior to the executive session of the Board scheduled to discuss such evaluation. All deadlines can be extended by mutual agreement or upon prior notice from the Board.

3. On or about September 1 of each school year, the District shall make a non-elective employer contribution in the amount of Ten Thousand ($10,000) Dollars to the Superintendent's 403b plan account.

The Board may use the end of the year evaluation as another opportunity to inform the Superintendent of any concerns it may have or any concerns it has received from others. Any assessment or performance evaluation prepared pursuant to this paragraph shall be confidential as permitted by law and shall be kept so by the Board and individual Board members.

ARTICLE IV BENEFITS

1. Sick Leave:

The Superintendent shall be credited with fifteen (15) days of paid sick leave per full school year. Additionally, the Superintendent shall be credited with all sick days from her prior service to the District.

a. Unused sick leave days may be accumulated by the Superintendent from year to year, if unused, without limit.

b. Upon retirement from the District and the New York State Teachers' Retirement System, the Superintendent will be entitled to compensation for one day for each three days of accumulated unused sick leave, at the rate of 1/240th of the then current salary up to a maximum of seventy (70) days. Such payment shall be conditioned upon the Superintendent providing the notice set forth in Article V, paragraph 3.

2. Personal Leave:

a. The Superintendent shall be credited with two (2) days of personal leave each year for the purpose of conducting business which cannot be conducted at any other time. In the event the Superintendent resigns or is terminated from her position during the course of a fiscal year and/or this agreement is not renewed, she shall be deemed to have earned a pro-rated number of personal days from July 1 of that year to the date of termination/resignation/non-renewal.

b. Any unused personal leave, to a maximum of twenty (20) days, will be added to the Superintendent's accumulated sick leave.

c. Jury duty: The Superintendent shall be entitled to attend jury duty service without use of leave time provided that she remits any payments received for such service back to the District.

3. Vacation Leave:

   a. The Superintendent shall be entitled to twenty-five (25) days of paid vacation leave each school year, exclusive of holidays, credited on July 1st of each year. The Superintendent may carry over unused vacation days and may accumulate days without limitation. Accumulated vacation leave may be used during any subsequent year of employment. The Superintendent shall be entitled to a cash payment for up to three (3) unused vacation days per school year at the rate of 1/240th of her then present salary. The Superintendent shall also be credited with her accumulated vacation leave from her prior service to the District.

   b. Upon retirement from the District and the New York State Teachers' Retirement System, in the event the Superintendent has unused accumulated vacation leave she shall be paid at the rate of 1/240th for each unused accumulated day to a maximum of (40) days. Such payment shall be conditioned upon the Superintendent providing the notice set forth in Article V, paragraph 3. In the event the Superintendent resigns or is terminated from her position during a fiscal year and/or this agreement is not renewed, she shall be deemed to have earned a prorated number of vacation days from July 1 of that year to the date of termination/resignation/non-renewal.

4. Bereavement Leave: The Superintendent shall be entitled to five (5) days of personal leave for each bereavement per school year for the following family members: mother, father, spouse, parents of spouse, grandparents, child, sister and brother.

5. Conferences: The Superintendent shall be entitled to attend local, state and national conferences of Chief School Administrators, provided that she furnishes the Board with advance notice of the conference and the length of her absence, with all expenses associated with such conference attendance (such as transportation, registration, food, lodging, etc.) paid by the Board.

6. Professional Organizations: It is understood and agreed that the Board will pay the Superintendent's dues in the following professional organizations, and other such organizations as approved by the President of the Board:

   - Association of Supervision and Curriculum Development;
   - American Association of School Administrators;
   - Nassau County School Superintendents' Association, and
   - New York Council of School Superintendents

7. Health Insurance:

   a. The District shall provide health care benefits to the Superintendent in accordance with the District's individual and/or family group medical and dental insurance plan. The District shall contribute seventy-seven percent (77%) of the individual and/or the family portion of the premiums for such health insurance coverage.

b. Upon resignation for the purpose of retirement from the District and contemporaneous retirement and receipt of retirement income from the New York State Teachers Retirement System, the Superintendent of Schools shall be granted her choice of family or individual health plan coverage under the same plan provided to the District's employees. The District has agreed to grant the retiring Superintendent those health care benefits to the extent of and subject to the conditions hereinafter set forth. The Superintendent's premium contribution during retirement shall be twenty-three (23%) percent for individual or family coverage.

c. The health care plan to be provided shall be the health care plan the District provides to its active professional employees during the term of the Superintendent's employment. The same may be amended, modified, or changed from time to time in the future.

8. Dental Insurance: The District shall provide the Superintendent with participation in the District's dental insurance plan. The District shall contribute seventy-seven (77%) of the premium cost thereof.

9. Life Insurance: The Superintendent shall be permitted to participate in the District's life insurance program with coverage in the amount of Five Hundred Thousand ($500,000) Dollars. The District shall pay the whole premium associated with such plan.

10. Laptop and Cell Phone: The District will provide the Superintendent with a laptop for her use in connection with her official duties. The District shall also provide the Superintendent with a $50/month stipend for use of her personal cell phone for District business.

11. Car Allowance: The District shall pay the Superintendent a monthly transportation stipend of Three Hundred Fifty ($350) Dollars to defray the cost of use of the Superintendent's personal motor vehicle in the performance of her job duties.

12. Expenses: In addition to the foregoing, the District shall pay to the Superintendent all expenses necessary and proper to the discharge of her duties or incurred in relation to her employment as Superintendent, except as described in paragraph "5" above, provided that the Board has given prior approval for such expenses. Such expenses shall be paid or reimbursed upon presentation, from time to time, of an itemized account of such expenditures or expenses.

13. Outside Activities: The Superintendent shall devote her full time, attention and energy to the business of the District and shall not lecture, speak, or engage in writing activities that interfere with the full and faithful discharge of the Superintendent's duties and responsibilities; provided, however, that the Superintendent may engage during non-work hours and during vacation time for speaking engagements and/or presentations and/or consulting activities with the approval of the Board on at least thirty (30) days' advance notice to the Board of such outside activities.

ARTICLE V AGREEMENT RENEWALS

1. The Board shall notify the Superintendent, on or before October 1, 2027 whether it intends to extend her employment for an additional year or years commencing on July 1, 2028 or whether the Superintendent's term will expire on June 30, 2028, provided that the Superintendent shall remind the Board of this matter no later than July 1, 2027. If the Board has determined not to renew this Agreement at its expiration, it shall, at least nine (9) months prior thereto, serve written notice of its intention not to renew to the Superintendent. Failure to provide said notice shall not result in an extension of this Agreement. Nothing herein contained shall preclude termination of this Agreement by mutual consent of the parties with or without prior notice.

2. In the event that the Board notifies the Superintendent of its intention to extend her appointment as Superintendent of Schools, then within sixty (60) days of such notice, the Superintendent shall advise the Board in writing as to whether she intends to accept the extended appointment.

3. On or before October 1, 2027 or October 1st of the final year of any extension hereof, the Superintendent shall notify the Board in writing as to whether she seeks a renewal or extension of this Agreement. In addition, the Superintendent shall give the Board at least nine (9) months written notice of her decision to terminate the Agreement for the purposes of resignation or retirement at any time during the term of the Agreement prior to its expiration. Should the Superintendent fail to provide at least nine (9) months' notice of her decision to terminate the Agreement, she shall forfeit any rights she may otherwise have herein for the payment of benefits at the time she ceases to be employed including, but not limited to, accrued vacation, personal and sick leave, and the District's contribution toward health care benefit premium costs during retirement, if any. In the event that the District provides health care coverage pursuant to the NYSHIP plan at the time of the Superintendent's failure to provide notice of her termination, the District's premium contribution shall not be any greater than the minimum District contribution required by the NYSHIP plan, subject to the Rules and Regulations of the NYSHIP plan.

4. Any extension of the term of the Superintendent's employment shall be evidenced by an amendment to this Agreement or a new agreement.

ARTICLE VI AGREEMENT TERMINATION

1. This Agreement may be terminated at any time, without cause, by mutual agreement, in writing, between the Superintendent and the Board.

2. The Superintendent's employment during the term of this Agreement may only be terminated for cause, in accordance with the procedures set forth below.

3. Hearing Procedures:

   a. Charges against the Superintendent may be brought by the Board, and all such charges shall be in writing. The Superintendent shall be entitled to a hearing on said charges, upon at least thirty (30) days' notice, before an independent hearing officer who shall be an attorney at law. The hearing shall be private at the option of the Superintendent. The hearing officer may be selected by mutual agreement between the Superintendent and the Board or, in the event no such agreement is reached within fifteen (15) days after the Superintendent's receipt of the written charges, a request shall be made to the American Arbitration Association pursuant to its labor arbitration rules, by either party, for a list of Arbitrators. Hearing officers to be selected shall be limited to attorneys.

   b. At such hearing, the Superintendent shall be entitled to elect a private hearing, to be represented by counsel, to present, cross-examine and subpoena witnesses, to subpoena documents, papers, letters or other tangible evidence, to have all testimony given under oath, to receive without cost an accurate written transcript of the proceedings, and to receive written findings of fact and conclusions of law. The hearing officer's decision shall be in writing to determine whether or not the charge(s) have been proven by a preponderance of the credible evidence and, if so proven, a recommendation to the Board as to whether or not the Superintendent's employment should be terminated. Upon receipt of the hearing officer's determination, the Board shall within twenty (20) calendar days make a final determination as to the disposition of the disciplinary proceedings against the Superintendent. In making its final determination, the board shall give serious consideration to the findings and recommendations of hearing officer. The Superintendent shall have the right to appeal the Board's determination to Nassau County Supreme Court or she may appeal the decision of the Board pursuant to Section 310 of the Education Law to the Commissioner of Education. The District, at its expense, shall provide a certified court reporter who will transcribe all proceedings.

ARTICLE VII DISABILITY

1. The Board reserves the right, during the Superintendent's term, in the event of her absence, illness, injury or other disability lasting at least ten (10) days, to appoint an Acting Superintendent of Schools who shall temporarily perform the duties of Superintendent at the pleasure of the Board. In the event of such illness, injury or disability, the Superintendent shall cause her physician (s) to make a written report to the Board of her condition, and shall, at the Board's expenses, submit to an examination by the Board's physician(s) designed for that purpose, at such reasonable time or times as the Board shall request.

2. In the event that by reason of illness, accident or other cause beyond her control, the Superintendent shall be incapacitated from rendering the services required for a period of six (6) months beyond the expiration of her accumulated and unused leave entitlements, the Board may at its option and upon written notice to the Superintendent, terminate this contract. In such event the compensation provided for herein shall be paid to the

Superintendent for a period of three (3) months beyond the month in which this contract shall have been terminated. The Superintendent shall also be paid for all unused accumulated vacation days (maximum of 40 days) to her credit at the time of the onset of the disability or illness.

ARTICLE VIII INDEMNIFICATION

1. The Board agrees to provide legal counsel and to indemnify the Superintendent against all uninsured financial loss arising out of any proceeding, 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 Superintendent is acting within the scope of this employment or under the direction of the Board. It is understood that such indemnification as may be applicable pursuant to the Public Officers Law and the Education Law shall be afforded to the Superintendent.

2. The District agrees, as a further condition of this employment contract, that it shall defend, hold harmless and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in her individual capacity, or in her official capacity as agent and employee of the District, provided the incident arose while the Superintendent was acting within the scope of her employment or under the direction of the Board.

3. As a condition of receiving such indemnification, the Superintendent shall, within ten days of the time she is served with any summons, complaint, process, notice, demand or pleading, deliver a copy of the same to the Board, along with a written request to invoke the provisions hereunder.

4. If a conflict exists as regards the defense of such claim between the legal position of the Superintendent and the legal position of the District, the Superintendent may engage counsel in which event the District shall indemnify the Superintendent for the reasonable costs of legal defense.

ARTICLE IX MISCELLANEOUS

1. 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 remainder of this Agreement without such deleted provision, if otherwise lawful, shall remain in full force and effect.

2. Governing Law: This Agreement shall be governed by, and interpreted and enforced in accordance with the laws of the State of New York without regard to conflicts or choice of law provisions that would defer to the substantive laws of another jurisdiction. Each of the parties hereto consents to the jurisdiction of any state court located within the County of Nassau, State of New York, or federal court in Federal District Court for the Eastern District of New York located in the County of Suffolk, State of New York, and irrevocably agrees that all actions or proceedings relating to this Agreement must be litigated in such courts, and

each of the parties waives any objection which it may have based on improper venue or forum non conveniens to the conduct of and proceeding in any such court.

3. No Waiver: Failure to insist upon strict compliance with any of the terms, covenants or conditions of this Agreement shall not be deemed a waiver of such term, covenant or condition nor shall any waiver or relinquishment of any right or power hereunder at any time be deemed a waiver or relinquishment of such right or power at any other time(s).

4. 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.

5. 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, or by any agreement in writing between the parties; this Agreement shall not be susceptible to oral modification, nor shall parol evidence be admissible to establish any oral modification thereof. The parties agree that the fact that one or the other may have drafted all or part of a particular provision of this Agreement shall not be used as evidence against that party in the event of a disagreement as to the proper meaning of that provision.

6. Representation by Counsel: Alexa Doeschner acknowledges that she has the right to be represented by counsel throughout the negotiation of this Agreement. Alexa Doeschner certifies that she has carefully reviewed this Agreement and fully understands every word and its meaning and full effect.

7. Prior Agreements: This Agreement constitutes the full and complete Agreement between the parties, and supersedes all prior written and oral agreements, commitments or understandings with respect thereto. This Agreement may not be altered, changed, added to, deleted from or modified except through the mutual written consent of the parties.

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

BOARD OF EDUCATION,
GLEN COVE CITY SCHOOL DISTRICT

Dated: 5/21/25 By: _____

Dated: _____

DR. ALEXA DOESCHNER
Superintendent of Schools