

AGREEMENT made this 28th day of June, 2022, by and between the Board of Education of the Syosset Central School District with offices located at 99 Pell Lane, Syosset, New York 11791 (herein referred to as the "Board" or the "District") and Dr. Patricia M. Rufo, residing at [REDACTED] (herein 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, Dr. Patricia M. Rufo has been appointed to the position of Associate Superintendent for Business, within the tenure area of "Associate Superintendent for Business" effective July 1, 2022, and her employment status is subject solely to various provisions of the Laws of the State of New York, and that 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 parties, it is understood and agreed as follows:

1. This Agreement shall cover the term of the Employee's employment as Associate Superintendent for Business for the period from July 1, 2022 through June 30, 2025. Nothing herein shall be construed as a guarantee of employment of the Employee for said period. The Employee's continued employment with the District shall be governed by the applicable provisions of the Education Law.
2. The Employee agrees to perform all the services and duties of the position of Associate Superintendent for Business and such other additional services and duties as shall from time to time be delegated to her by the Superintendent of Schools.
3. The Employee shall work the full year, except that the Employee shall not be required to work on those days designated as holidays as indicated on the District's "12 month" calendar. During the Winter, February, and Spring recess periods, the Employee shall report to work on days that the Central Office remains open in accordance with the District's "12 month" calendar when, in the Superintendent of School's judgment, it is necessary for her to do so to attend to District business. Effective June 30, 2025, the Employee may periodically work remotely, up to two (2) days per week, unless the Employee must attend to District business in-person at the Central Office or at another location.
4. The Employee shall be paid at the annual salary rate of \$250,000, effective July 1, 2022. Said salary shall be paid in equal installments during the school year pursuant to the District's standard payment policy for twelve-month employees. Increases in compensation and/or improvements in fringe benefits for the 2022-2023, 2023-2024, and 2024-2025 school years shall be determined as follows:

- a. The Board shall meet either prior to or during the school year to discuss the Superintendent of School'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 and thereafter by the Superintendent of Schools to the Employee.
 - b. Any increase in the salary (and/or other forms of compensation and/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.
5. The District shall provide to the Employee:
- a. Health Insurance Coverage for the Employee - The District will provide the Employee with individual or family health insurance under the New York State Empire Plan or a District-approved HMO at no cost to the Employee.
 - b. Dependent Survivor Coverage - The District shall pay the cost of the New York State Health Insurance Program (NYSHIP) premiums for an eligible dependent survivor(s) of the Employee, where the Employee dies while in active service or retirement, pursuant to the New York State Department of Civil Service Manual for Participating Agencies (NYSHIP Manual for Participating Agencies), except that, consistent with NYSHIP's rules, the eligible dependent survivor(s) will pay twenty-five percent (25%) of the premiums following three (3) months beyond the end of the month in which the Employee dies. No premiums will be paid by the dependent survivor(s) during the aforesaid three-month period.
 - c. Disability Insurance - The District will provide the Employee with long-term disability insurance through a group long-term disability policy providing for a 180-day waiting period with income up to sixty-six and two-thirds percent (66 2/3%) of the first \$25,500 of the Employee's monthly "Pre-disability Earnings" reduced by "Deductible Income," as those terms are defined by the policy. Any benefits paid to the Employee under individual Social Security, Workers' Compensation, or the New York State Teachers' Retirement System shall be deducted from the amount paid under the disability program. Any disability shall be certified by either the insurance carrier or medical staff as established by the District
 - d. Dental Insurance - The District will pay for and provide individual or family dental care benefits to the Employee.

- e. Life Insurance - Group term life insurance in the amount of three (3) times the Employee's annual salary while actively employed in the District. In the event the Employee is employed by the District at the time of retirement under the New York State Teachers' Retirement System, immediately prior to such retirement, the face value of the life insurance shall be reduced to the Employee's annual salary at the time of retirement. The District will continue to maintain that policy in effect without change for the duration of the Employee's life.
- f. 403(b) Elective Contribution - The District will make a non-elective employer contribution in the sum of five thousand dollars (\$5,000.00) on behalf of the Employee to one of the District's tax-sheltered annuity plans of her choice.
- g. Dues and Conferences - Subject to the Superintendent's approval, the full cost of membership dues in professional, national, state, and county professional educational associations and the cost of attendance at conferences of such associations.
- h. Automobile Mileage Reimbursement - Automobile mileage reimbursement for the operation of an automobile in Nassau and Suffolk Counties in the discharge of the Employee's duties will be paid quarterly, upon presentation of an itemized statement showing the mileage driven during the preceding month. Reimbursement will be at the rate offered to District employees.
- i. Retirement - In addition to any retirement benefits in the present contract for the Employee, it is understood that a retirement plan is in effect for the Employee that is at least equal to the retirement plan available to the Syosset Principals' Association.
- j. Personal Business Days - The Employee shall continue to be entitled to five (5) personal business days, effective July 1st of each year, to conduct emergency business; *i.e.*, business that could not have been postponed to a non-school day. This amount may be extended, in the Superintendent's discretion, for up to two (2) additional days due to a death, or one (1) day in the event of a serious illness, in the immediate family. Unused personal business days shall neither be accumulated beyond the end of the contract year nor compensated.
- k. Vacation Leave - The Employee is a twelve-month professional employee. During the term of her professional obligation, she shall accrue credit for vacation leave at the rate of twenty-three (23) working days per year. Vacation leave may not be accumulated without the prior approval of the Superintendent of Schools, which shall only be granted under extenuating circumstances or where requested by the Superintendent in the best interests of the District. In no event may the accumulation of vacation leave exceed forty (40) days.

- i. Additional Provision - In the event of the Employee's death, retirement, resignation or excessing from the District's service, she shall be compensated for accumulated and unused vacation leave, not in excess of forty (40) days, on the basis of her then-current annual salary. In the event of the Employee's death while in the District's service, such payment shall be made to her estate or as otherwise provided pursuant to the Estates, Powers and Trust Law.
- l. Sick Leave - The Employee shall be granted sick leave of up to one hundred eighty (180) working days from the inception of an illness.
- m. Consistent with and pursuant to Education Law §211-B(5)(a), the Employee shall cooperate fully with any distinguished educators appointed by the Commissioner of Education.
- n. The Employee shall continue to be eligible to participate in the following plans:
 - i. The District's Internal Revenue Code 125 Flexible Spending Plan, and to continue to avail herself of all of the options in that plan.
 - ii. The District's Excess (\$1,000,000) Major Medical Plan as it exists as of June 30, 2008, at her expense, and to continue her participation in that plan following separation from employment.
 - iii. The New York State Deferred Compensation (457) Plan at her expense.
 - iv. The District's Tax Sheltered Annuity (403B) Plan at her expense.
- 6. In addition to those rights provided by law, the Board agrees to provide legal counsel and to indemnify the Employee against all uninsured financial loss arising out of any: (1) claim against her from the New York State Department of Taxation and Finance as long as the Employee was acting within the scope of her employment; or (2) 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 Employee is acting within the scope of her employment, or under the direction of the Board to the extent permitted by law. This obligation shall supplement and be in addition to any rights which the Employee may have arising under the laws of the State of New York, including, but not limited to, Section 18 of the Public Officers Law. The Board shall not be obligated to indemnify the Employee or to provide legal counsel for her unless the Employee shall, within five (5) days of the time she was served with any summons, complaint, process, notice, demand, or pleading, deliver the original, or an accurate copy thereof, to the District Clerk.
- 7. 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. This Agreement shall become effective July 1, 2022 and will expire on June 30, 2025.

8. The captions contained in Paragraph 5 are not part of this Agreement and have been inserted for convenience only.

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

BOARD OF EDUCATION
SYOSSET CENTRAL SCHOOL DISTRICT

Dated:

By:



TRACY FRANKEL
President, Board of Education

Dated:

7/1/22

By:



DR. PATRICIA M. RUFO