

## **ADDENDUM #4**

**Dated July 1, 2020**

### **ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION CONTRACT BETWEEN KAREN SWAIN, ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION AND THE SCOTIA-GLENVILLE CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION**

This Addendum, made retroactive to the 1st day of July 2020, by and between Karen Swain, Assistant Superintendent for Curriculum and Instruction, hereinafter referred to as "Assistant Superintendent," and the Board of Education of the Scotia-Glenville Central School District, hereinafter referred to as "Board," pursuant to a resolution of said Board duly adopted at a meeting on July 13, 2020:

In consideration of the conditions, covenants and terms herein contained, it is mutually agreed as follows:

- 1) This addendum is for the period July 1, 2020, through June 30 2024;
- 2) The Assistant Superintendent's increase in compensation shall be as follows:
  - 2019 – 2020 3.5%
  - 2020 – 2021 3.5%
  - 2021 – 2022 3.5%
  - 2022 – 2023 3.5%
  - 2023 – 2024 To be negotiated during the 2022 – 2023 year
- 3) The Assistant Superintendent may earn merit compensation based upon performance up to the following amount in each of the next four (4) years:
  - 2019 – 2020 \$3000
  - 2020 – 2021 \$3000
  - 2021 – 2022 \$3000
  - 2022 – 2023 \$3000
  - 2023 – 2024 To be negotiated during the 2022 – 2023 year

The Superintendent of Schools shall conduct the evaluation of the Assistant Superintendent on, or before, June 15 of each year and make a recommendation to the Board of Education for the Assistant Superintendent's merit payment. The merit payment will be made separate from base salary and will not count in the following year's base salary.

- 4) The Assistant Superintendent may "buy back" 5 (five) days of unused vacation at 1/260 her annual salary at the end of each year through June 2023.

- 5) The Assistant Superintendent may “buy back” an additional 5 (five) days of unused vacation at 1/260 her annual salary at the end of the 2019-2020 school year in recognition of her work during the COVID 19 pandemic.
- 6) Add new language:

The employee retiring from service to this school district who was an enrollee in any option of the District’s health insurance plan when enrollee’s resignation was accepted by the Board of Education may continue participation in said plan following retirement from service under the following conditions:

- a. The enrollee must be at least 55 years of age and entitled to retire under the New York State Retirement System, or, if not, then qualified for disability retirement.
  - b. The enrollee must have been employed by the school doistrict for at least ten (10) consecutive years from first date of hire (January 13, 2014) by enrollee’s retirement date. The level of coverage ( i.e. individual / family) will not be expanded beyond the level of coverage the employee had at the time the retirement resignation was accepted by the Board of Education.
  - c. The percentage of the monthly health insurance premium paid by the District on behalf of the enrollee / retiree during his/her retirement, subject to the eligibility requirement contained in subsections (a) and (b) above will be the same as in effect when their retirement is accepted by the Board of Education.
- 7) The undersigned further certify that all other provisions of the Assistant Superintendent’ Contract dated January 13, 2014 and prior amendments remain unmodified and continue in force.

**IN WITNESS WHEREOF**, the Assistant Superintendent for Curriculum and Instruction has executed this Addendum, and the Board has caused this Addendum to be executed and its seal affixed thereto this 13<sup>th</sup> day of July, 2020.

**SCOTIA-GLENVILLE CENTRAL SCHOOL DISTRICT**

By \_\_\_\_\_  
President, Board of Education

By \_\_\_\_\_  
Clerk, Board of Education

**ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION**

\_\_\_\_\_  
Karen Swain