

CONNETQUOT CENTRAL SCHOOL DISTRICT OF ISLIP
780 OCEAN AVENUE, BOHEMIA, NEW YORK 11716

**TERMS AND CONDITIONS AGREEMENT
FOR DISTRICT TREASURER**

AGREEMENT made this 12th day of October, 2021, by and between the Board of Education of the Connetquot Central School District of Islip having its principal place of business at 780 Ocean Avenue, Bohemia, New York 11716 (hereinafter Board) and Diana DeCicco, an employee of the Connetquot Central School District of Islip in the position entitled District Treasurer residing at [REDACTED] (hereinafter Employee).

WHEREAS, the Board and the Employee are desirous of setting forth the terms and conditions of employment of the Employee in the Connetquot Central School District,

NOW, THEREFORE, it is understood and agreed:

I. TITLE AND DUTIES

The Employee shall be employed by the Board as an administrative employee in the named position, commencing on July 1, 2016, and shall perform such duties consistent with this position as may be assigned to her by the Superintendent of Schools in accordance with law and any applicable duty statement.

II. WORK YEAR

The Employee shall work full time as a twelve-month employee.

III. FRINGE BENEFITS

A. Sick/Personal Leave

Twenty (20) sick days per school year for illness and valid personal business as approved by the Superintendent of Schools. Unused sick days are cumulative each year to the maximum of 200 days. Necessary absences for jury duty, approved conference days, and professional visitation days shall be in addition to and not be deducted from the Employee's sick leave.

B. Vacation Leave

1. Thirty (30) vacation days per school year which may not be accumulated.
2. Employee may keep the accumulated vacation days currently in employee's bank of days (30) which may only be used for vacation purposes.

3. If the Employee due to the amount of work required of him/her is unable to either schedule or use his/her total vacation allotment within the school year, he/she shall first attempt to arrange with the Superintendent suitable time. If such unused vacation days are unable to be scheduled prior to the end of the school year, the Superintendent and Board of Education may approve payment of an amount representing the Employee's unused vacation days at her regular rate of pay for the year in which she was unable to use said vacation days.

C. Holidays

The Employee shall be entitled to the following paid holidays per school year:

Independence Day	Veterans' Day	New Year's Day
Labor Day	Thanksgiving Day	Martin Luther King, Jr. Day
Rosh Hashanah (if applicable)	Day after Thanksgiving	Presidents' Day
Yom Kippur (if applicable)	Christmas Eve	Good Friday
Columbus Day	Christmas Day	Memorial Day
	New Year's Eve	Juneteenth

D. Health Insurance

For each school year, the Employee shall contribute 15% of the cost of the Employee's health insurance premium for that school year.

E. Waiver of Health Insurance

The Employee may elect to waive, in writing, health insurance coverage, and upon such waiver, shall receive 50% of the annual premium paid by the Board, subject to the same conditions contained in the Connetquot Teachers' Association contract.

F. Unused Accumulated Sick Leave Compensation

1. Upon retirement from the Connetquot Central School District of Islip so as to qualify for retirement payments from a State retirement system, the Employee shall be reimbursed for unused accumulated sick days, i.e. two (2) days for every three (3) accumulated, and as granted to all members of the Connetquot Principals Association.

2. The maximum benefit for which the Employee may be paid pursuant to this subparagraph shall be \$62,436.

G. Death Benefit

In case of the Employee's demise, the Board shall pay a death benefit based upon personal/sick leave days computed on a ratio of one (1) day's payment for four (4) days of accumulated personal/sick leave, up to a maximum of 200 accumulated personal/sick leave days.

H. Life and other Insurance

The Board shall provide fully paid individual life, accident and dismemberment insurance for the Employee.

I. Professional Dues and Membership Fees

The Board will pay for the Employee's professional dues and membership fees in the following professional organizations, including Association of School Business Officials provided that the Board determines that said professional organizations serve a school district purpose or contribute to the Employee's professional development in her position in the District.

IV. SALARY

- A. The salary for the 2021-22 school year, commencing July 1, 2021, shall be \$146,734 plus longevity based on years in the District in the current title (7) and in an amount equal to the longevity payments in the CPA contract.
- B. The salary for the 2022-23 school year, commencing July 1, 2022 shall be \$149,669 plus longevity based on years in the District in the current title and in an amount equal to the longevity payments in the CPA contract.
- C. The Employee's salary in a future year, shall not be less than the prior year's salary.

V. HEARING PROCEDURE

In the event the Board seeks to remove or discharge the Employee, the Board shall serve written notice of the reasons therefore, on the Employee. Within ten (10) days after service of the notice, a hearing shall be scheduled before the Board. The Employee shall have the right to appear at the hearing, an opportunity to be heard and the right to be represented by counsel or any other person of his/her choice.

VI. LEGAL PROTECTION

The Employee shall be entitled to defense and indemnification in accordance with

Education Law §3811 and Public Officers Law §18 in the event of legal action or proceeding, provided, however, that the Employee must have acted within the scope of her employment and that said action or proceeding has not been initiated against the Employee by the Board.

VII. EXPENSE REIMBURSEMENT

The Employee shall be reimbursed for actual and necessary expenses for conference and travel expenses including entrance fees, meals, tolls, mileage and other expenses pursuant to Board policy and regulation.

VIII. EVALUATION


The Employee shall be provided with an annual written evaluation of his/her performance by the Superintendent or the Superintendent's designee. Once per year, the Employee shall be provided the opportunity to discuss his/her performance privately with the Board and/or Superintendent of Schools.

IX. RETIREMENT

An employee who retires shall be entitled to receive individual health insurance benefits to the same extent as he/she received during the final year of employment. The District shall contribute to the cost of the premium for an employee electing family health insurance coverage in retirement only to the extent required by law and mandated by the Empire Plan. Eligibility for health insurance coverage in retirement pursuant to the terms of this paragraph, shall be conditioned upon completion of ten (10) full consecutive years of service.

X. EFFECTIVE DATE

The terms and conditions of this agreement shall take effect upon the adoption of a resolution by the Board of Education and the signature of each party, unless otherwise specified herein.



Diana DeCicco



Lee Kennedy
President, Board of Education
Connetquot Central School District



Lynda G. Adams, Ed. D.
Superintendent of Schools
Connetquot Central School District