

THIRD AMENDMENT, made this 23 day of June 2021, by and between the BOARD OF EDUCATION OF THE GLEN COVE CITY SCHOOL DISTRICT, County of Nassau, New York (hereinafter referred to as the "Board") and DR. MICHAEL ISRAEL (hereinafter referred to the "Assistant Superintendent" or "Employee"), residing at 45 Viola Drive, Glen Cove, New York.

WHEREAS, the parties entered into a wage and benefit Agreement dated July 2, 2012, with a First Amendment dated June 30, 2015 and a Second Amendment dated June 27, 2018, establishing the benefits and remuneration paid to EMPLOYEE by the BOARD for his services as Assistant Superintendent for Curriculum and Instruction; and

WHEREAS, the parties are desirous of further amending said Agreement;

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

FIRST: All of the terms and provisions set forth at length in the afore-described Agreement dated July 2, 2012, and the First Amendment dated June 30, 2015, and the Second Amendment dated June 27, 2018, shall continue in full force and effect during the term of employment of the EMPLOYEE, except as expressly modified herein.

SECOND: This agreement shall be effective July 1, 2021 and shall remain in effect until June 30, 2024, unless sooner extended or modified upon the mutual consent of both parties, in writing.

THIRD: The Board has determined to modify the EMPLOYEE's salary as follows:

- The Assistant Superintendent's base salary for the period July 1, 2021 to and including June 30, 2022 shall be at an annual rate of \$202,598.
- The Assistant Superintendent's base salary for the period July 1, 2022 to and including June 30, 2023 shall be at the annual rate of \$206,650.
- The Assistant Superintendent's base salary for the period July 1, 2023 to and including June 30, 2024 shall be at the annual rate of \$210,783.

FOURTH: Paragraph 7.a of the July 2, 2012 Agreement shall be amended to reflect that the Employee shall be paid for all unused vacation days upon his retirement from the Glen Cove School District in accordance with the New York State Teachers Retirement System.

FIFTH: Paragraph 7.b of the July 2, 2012 Agreement shall be amended to reflect that the Employee shall be paid for 60% of his unused sick leave, subject to a maximum accumulation of 200 days, upon his retirement from the Glen Cove School District in accordance with the New York State Teachers Retirement System.

SIXTH: Paragraph 7.c of the July 2, 2012 Agreement shall be amended to reflect bereavement leave up to five (5) days.

SEVENTH: Paragraph 7.d of the July 2, 2012 Agreement shall be amended by adding Christmas Eve and New Year's Eve as paid holidays.

EIGHTH: Paragraph 8.a of the July 2, 2012 Agreement shall be amended to reflect that the Board shall contribute eighty (80%) percent of the health insurance premium. This paragraph shall be further amended to reflect that the District agrees to pay \$62.00 per month for either individual or family coverage in the Delta Dental Plan.

NINTH: Paragraph 8.b of the July 2, 2012 Agreement shall be amended to reflect that should the Employee decline the District's health insurance coverage, he will receive \$4,000 for declination of family health insurance coverage.

TENTH: The July 2, 2012 Agreement shall be amended to reflect that the Employee shall be provided with \$100,000 of term life insurance while employed by the District.

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

BOARD OF EDUCATION OF THE
GLEN COVE CITY SCHOOL DISTRICT

DATED: 6/23/21

BY: Lia Leone
Board of Education President

DATED: 6/24/21

BY: Michael Israel
Dr. Michael Israel