

**Addendum to the Employment Agreement between  
Kathleen A. Kieffer, Director of Special Education  
and  
The Board of Education of the South Glens Falls Central School District**

**WHEREAS**, the Board of Education of the South Glens Falls Central School District ("Board") and Kathleen A. Kieffer ("Director of Special Education") are parties to an employment agreement dated June 18, 2013, (the "Agreement"); and

**WHEREAS**, pursuant to the terms of the Agreement, the Board has met to consider an amendment to the terms; and

**WHEREAS**, at its meeting of May 28, 2019, the Board voted to provide as follows:

A. Article 6. Section (a) of the Agreement is amended to provide as follows:

(a) Health Insurance: The Director of Special Education shall be entitled to individual/two-person/family coverage under the designated Administrators Association "base plan", currently the Washington-Saratoga-Warren-Hamilton-Essex BOCES consortium Alternate PPO, with the District paying eighty percent (80%) of the premium cost for the Director of Special Education and her dependents. The Director of Special Education shall pay the remaining Twenty percent (20%) of the cost of such coverage by payroll deduction.

If the Director of Special Education elects to participate in the Washington-Saratoga-Warren-Hamilton-Essex BOCES Health Insurance Consortium HRA plan the district will pay the following percentage of the cost:

| HRA PPO Plan |               |                       |
|--------------|---------------|-----------------------|
| Year         | District Pays | Employee Contribution |
| 2019-20      | 90%           | 10%                   |
| 2020-21      | 88%           | 12%                   |
| 2021-22      | 86%           | 14%                   |
| 2022-23      | 85%           | 15%                   |
| 2023-24      | 85%           | 15%                   |

The district will offer an one-time incentive of \$1,000 to switch permanently from Alt PPO to HRA until June 30, 2023. No re-enrollments in PPO or Alt PPO will be allowed.

Add paragraph to Article 6, Section (b) Retiree Health Insurance

Provided the Director of Special Education gives a six months irrevocable notice of retirement, the district will offer one the following options as a retirement incentive.

Option A

If the retiring member chooses not to take the district's health insurance at the time of retirement, the member may take a buyout option of accrued sick days based on \$150/day. The maximum number of days that can be reimbursed is 200 days. The retirement incentive can be paid over a period of one or two years, if the retiree so chooses. This incentive will be paid as a non-elective contribution to a 403b account.

If the Director of Special Education retirees prior to June 30, 2024 with the Washington-Saratoga-Warren-Hamilton-Essex BOCES Health Insurance Consortium HRA plan they may choose either Option B or Option C.

Option B

If the retiring member chooses individual WSWHE BOCES Consortium HRA health insurance coverage only and in lieu of spousal coverage the district will pay a one-time \$20,000 to retiree within 90 days of official retirement. No re-enrollment in PPO or Alt PPO will be allowed. This incentive will be paid as a non-elective contribution to a 403b account.

Option C

If the retiring member chooses WSWHE BOCES Consortium HRA health insurance coverage the retiring member shall be entitled to continue to be covered by the District under the WSWHE BOCES Consortium HRA health insurance plan, with the District paying 80% of the premium cost for the retiring member and his/her dependents. No re-enrollment in PPO or Alt PPO will be allowed. The retiree will receive a buyout of accrued sick days based on \$50/day. The maximum number of days that can be reimbursed is 200 days. This incentive will be paid as a non-elective contribution to a 403b account.

All other terms and conditions of the Agreement shall remain in full force and effect in accordance with the terms of the Agreement.

May 31, 2019  
**Date**

William J. Elder  
**Date**

Kathleen A. Kieffer  
**Kathleen A. Kieffer**  
**Director of Special Education**

William J. Elder, President  
**Board of Education**