TERMS AND CONDITIONS OF EMPLOYMENT

FOR Robert Koberger AS

Building Maintenance Worker February- June 2022

This is a confirmation of the terms and conditions of employment of Robert Koberger in regard to his employment with the Wynantskill Union Free School District for the 2021-22 school year Provided he remains in the employ of the District, the terms and conditions shall remain in effect until and unless they are revised, in writing, by the parties.

At the meeting of the Board of Education of the Wynantskill Union Free School District held on February 17, 2022, Robbert Koberger was appointed to the position of Building Maintenance Worker effective February 14, 2022. The term of employment of Mr. Koberger is controlled by and subject to the New York State Civil Service Law and the Rules and Regulations of the Commissioner of Education and is not established by this Agreement or the District's resolution. No rights as to the term of employment are conferred by this Agreement except those conferred by statute. In the event of termination, this agreement shall be null and void.

- 1. <u>Compensation:</u> Mr. Koberger's salary for the 2021-2022 school year is \$50,000.00, prorated to reflect his start date of February 14, 2022.
- 2. <u>Health Insurance:</u> Mr. Koberger shall be entitled to participate in a District-sponsored health insurance plan. The District shall pay 85% of the cost of the premium and Mr. Koberger shall pay the remaining 15% of the cost.
- 3. <u>Retiree Health Insurance:</u> Upon retirement from the District after 10 consecutive years of employment with the District, Mr. Koberger shall be entitled to continue in the District-sponsored health insurance. The District shall pay 85% of the cost of the premium and Mr. Koberger shall pay the remaining 15% of the cost.
- 4. <u>Work Day and Year:</u> Mr. Koberger's work year shall be twelve (12) months, less any vacation and holidays as provided herein. Mr. Koberger shall work an 8-hour workday, including an unpaid 30-minute lunch. Work hours shall be 8:00 am to 4:00 pm unless otherwise directed by the superintendent.
- 5. <u>Vacation:</u> Mr. Koberger is entitled to ten (10) days of paid vacation each year, prorated for the 2021-22 school year, in addition to the following thirteen (13) legal holidays observed by the District:

Independence Day Columbus Day Labor Day Veterans Day Thanksgiving Day (2) New Years' Day Presidents Day Christmas (2) Martin Luther King Day Memorial Day Juneteenth

If a legal holiday falls on a Saturday or Sunday, Mr. Koberger may take the next weekday off in observance of the holiday (with the exception of Juneteenth, which will be observed on a Monday only if it falls on a Sunday).

Vacation days may not be carried over from year to year and will be lost if not utilized by the end of the year. Mr. Koberger shall not be entitled to pay for any unused vacation leave at the time of the termination of his employment. The Superintendent must approve vacation days to be taken, in advance of such vacation.

- 6. <u>Leave Days:</u> Mr. Koberger shall be entitled to fourteen (12) personal illness days per year, cumulative to 225 days. Mr. Koberger's sick leave will be prorated to reflect his start date for the 2021-22 school year. Up to five (5) personal illness days may be utilized for illness in the immediate family. Mr. Koberger shall also be entitled to four (4) personal days and five (5) bereavement days. Unused personal or bereavement days are not cumulative. There shall be no payment for unused leave days.
- 7. <u>Evaluation:</u> Mr. Koberger shall be evaluated annually by the Head of Building, Grounds, and Transportation, such evaluation will be presented to Mr. Koberger and the Board of Education no later than June 1 of each year.
- 8. <u>Mileage:</u> If Mr. Koberger uses his own personal vehicle for school business, he will be paid for his mileage at the Board approved rate.
- 9. <u>Snow Days:</u> Mr. Koberger will report to work on all days that school is closed for snow or other emergency unless the conditions have been determined to be too dangerous for travel by local or state authorities. Mr. Koberger must notify the Head of Building, Grounds, and Transportation if he cannot report to work.

This Agreement is made and entered into on this 18th of	lay of February 2022.
Superintendent, Wynantskill Union Free School District	Date
Building Maintenance Worker, Wynantskill Union Free School District	Date