

**AMENDMENT TO EMPLOYMENT AGREEMENT
BETWEEN DR. CHERYL CHAMP AND
THE BOARD OF EDUCATION OF
THE PELHAM UNION FREE SCHOOL DISTRICT**

This Agreement made the 1st day of July, 2024 by and between the Board of Education of the Pelham Union Free School District (hereinafter the “Board”) and Dr. Cheryl Champ (hereinafter “Dr. Champ”) is hereby entered into as an amendment to the Agreement between them dated the 30th day of June, 2022, as amended (hereinafter the “Agreement”).

WHEREAS, Dr. Champ and the Board seek to amend a certain provision of the Agreement consistent with the terms more fully set forth hereafter;

NOW, THEREFORE, in consideration of the promises and mutual covenants contained in this Amendment it is hereby agreed as follows:

1. For the 2024-2025 school year, Paragraph 3(a) is amended to provide Dr. Champ with a salary of Two Hundred and Eighty Thousand Five Hundred and Ten (\$280,510.00) Dollars representing a two (2%) percent increase to her 2023-2024 salary.
2. The Board agrees to amend Paragraph 1 to provide that the term of the Agreement be extended until the 30th day of June, 2027. Additionally, the Board and Dr. Champ agree to amend Paragraph 1 to add a new subparagraph to read as follows:
 - a. On or before January 31, 2025, and every January 31st thereafter, Dr. Champ shall notify the Board of Education of her desire for an extension of this Agreement for the following year. If the Board of Education takes no action on Dr. Champ’s request for an extension by the March 31st immediately following when the

request is made, this Agreement will automatically extend for one additional year.

Dr. Champ maintains the ability to revoke her request for an extension at any time after her request is made to the Board, but prior to the March 31st Board action date period.

3. Paragraph 7 is amended to delete the sentence “Under no circumstances will unused sick leave be compensated for.” Such sentence shall be replaced with “Under no circumstances, except as provided in the following two sentences, will unused sick leave be compensated for.” Further, the parties agree to add the following new subparagraphs:
 - a. Should Dr. Champ serve as Superintendent of Schools through June 30, 2029 and subsequently retires directly into the New York State Teachers Retirement System, she shall be entitled to compensation of up to 100 unused accumulated sick leave days at the rate of \$200 per day.
 - b. Should Dr. Champ serve as Superintendent of Schools through June 30, 2029, provide two (2) years’ notice of her intention to retire from the District, and subsequently retires directly into the New York State Teachers Retirement System, she shall be entitled to compensation of up to 120 unused accumulated sick leave days at the rate of \$400 per day.
4. Paragraph 7 is further amended to delete the first sentence of such paragraph and replaced it with the following: “Dr. Champ Shall be credited with twenty (20) sick leave days annually which may be used in the case of personal or family illness which prohibits her attending to her duties as Superintendent of Schools.

5. Paragraph 9(c) is amended to replace the second to last sentence with the following: “In the event Dr. Champ predeceases her spouse, either as an active or retired employee, the coverage of her spouse shall continue for the remainder of his lifetime at the same contribution rate as was effective at the time directly preceding her death. It is understood that this provision is to cover health insurance for her spouse at the time of employment or retirement. Should Dr. Champ re-marry after she retires, the provision of continued health insurance to her spouse after her death shall no longer be effective and the District’s obligation shall be limited to those obligations required by COBRA.”
6. This Amendment to the Agreement is subject to and contingent upon its approval by the Board of Education.

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

**Board of Education of the Pelham
Union Free School District**

Jackie DeAngelis, President

Dr. Cheryl Champ