

# CONTRACT AGREEMENT

Between the St. Lawrence-Lewis BOCES Board of Education  
and the Deputy Superintendent

This agreement between the St Lawrence-Lewis BOCES Board of Education and James Nee, Deputy Superintendent, commences August 4, 2025 and ends June 30, 2030.

The terms of the agreement are as follows:

- The administrator named above will receive all benefits in accordance with the Administrators' Handbook approved by the St. Lawrence-Lewis BOCES Board of Education.
- Salary:
  - Annual salary increase will be equal to those provided to the administrative members.
- SLLBOCES will contribute annually toward the choice from the elective benefits below:
  - Tax Shelter-403b if qualified (50% match to follow employee's contributions to be within the IRS determined limits).
- SLLBOCES will provide reimbursement up to \$80 per month toward the use of personal cell phone for District business. Taxes will not be reimbursed.
- Episodic remote work is permitted with prior approval from the District Superintendent.

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For St. Lawrence-Lewis BOCES  
Darin Saiff, District Superintendent

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Employee  
James Nee, Deputy Superintendent

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Date

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Date

# CONTRACT AGREEMENT

Between the St. Lawrence-Lewis BOCES Board of Education  
and the Director of Financial Affairs

This agreement between the St Lawrence-Lewis BOCES Board of Education and Nicole Ashley, Director of Financial Affairs, commences July 1, 2025 and ends June 30, 2030.

The terms of the agreement are as follows:

- The administrator named above will receive all benefits in accordance with the Administrators' Handbook approved by the St. Lawrence-Lewis BOCES Board of Education.
- Salary:
  - ~~4.5% increase for the 2025-2026 school year~~ Annual salary increase will be equal to those provided to the administrative members.
  - ~~Future salary increases to be determined by the Board of Education and District Superintendent and memorialized in a written addendum to this agreement.~~
- SLLBOCES will contribute annually toward the choice from the elective benefits below:
  - Tax Shelter-403b if qualified (50% match to follow employee's contributions to be within the IRS determined limits).
- SLLBOCES will provide reimbursement up to \$80 per month toward the use of personal cell phone for District business. Taxes will not be reimbursed.
- Episodic remote work is permitted with prior approval from the District Superintendent.

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For St. Lawrence-Lewis BOCES  
~~Thomas R. Burns~~, District Superintendent  
Darin Saiff

\_\_\_\_\_  
Employee  
Nicole Ashley, Director of Financial Affairs

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

# CONTRACT AGREEMENT

Between the St. Lawrence-Lewis BOCES Board of Education  
and the General Counsel

This agreement between the St Lawrence-Lewis BOCES Board of Education and Marshall Fiese, General Counsel, commences July 1, 2025 and ends June 30, 2030.

The terms of the agreement are as follows:

- The administrator named above will receive all benefits in accordance with the Administrators' Handbook approved by the St. Lawrence-Lewis BOCES Board of Education.
- Salary:
  - ~~4.5% increase for the 2025-2026 school year~~ Annual salary increase will be equal to those provided to the administrative members.
  - ~~Future salary increases to be determined by the Board of Education and District Superintendent and memorialized in a written addendum to this agreement.~~
- SLLBOCES will contribute annually toward the choice from the elective benefits below:
  - Tax Shelter-403b if qualified (50% match to follow employee's contributions to be within the IRS determined limits).
- SLLBOCES will provide reimbursement up to \$80 per month toward the use of personal cell phone for District business. Taxes will not be reimbursed.
- Episodic remote work is permitted with prior approval from the District Superintendent.

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For St. Lawrence-Lewis BOCES  
~~Thomas R. Burns~~, District Superintendent  
Darin Saiff

\_\_\_\_\_  
Employee  
Marshall Fiese, General Counsel

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date