

**AGREEMENT
BY AND BETWEEN
CAMBRIDGE CENTRAL SCHOOL DISTRICT
AND
CHRISTOPHER SIGNOR**

This Agreement by and between the Cambridge Central School District, Cambridge, New York, a School District duly organized and existing under the laws of the State of New York, ("School District"), and Christopher Signor, an employee of the School District("Employee") provides as follows:

WITNESSETH:

WHEREAS, the Employee is employed by the School District as a probationary principal of the Junior-Senior High School; and

WHEREAS, Mr. Signor has informed the Superintendent of Schools that he wishes to leave his position to pursue other interests and the Superintendent of Schools agrees to such separation and the parties wish to set forth the terms and conditions relating to such separation from service.

IT IS HEREBY AGREED AS FOLLOWS:

1. **Resignation** - Upon signing this Agreement, the Employee hereby resigns employment with the District with an effective date of May 31, 2011. The Employee shall execute the letter of resignation attached hereto as Attachment "A" which shall be presented to the Board of Education for its acceptance. The Employee understands and agrees that execution of this Agreement and the attached letter of resignation is irrevocable and may not be withdrawn prior to the acceptance of the letter of resignation and approval of the Agreement by the Board of Education.
2. **Paid Leave** - The Employee shall be on paid administrative leave for the period from this Agreement through May 31, 2011. During this period of leave the Employee shall continue to receive his contract salary and benefits. The Employee acknowledges and agrees that the paid leave and additional health insurance benefits set forth below represent the total payment the Employee will receive from the School District as a result of employment by the

District, resignation from such employment, and this Agreement. The Employee waives any other payments to which the Employee may be entitled.

3. **Health Insurance** - The Employee's health insurance shall continue through August 31, 2011 with his employee contribution deducted through his final pay in May 2011. In no event shall health insurance be provided beyond August 31 2011 except pursuant to any right to continued health insurance at the Employee's expense pursuant to COBRA or any other applicable law.

4. **Grievance Waiver** - The Employee agrees not to file, pursue, or assist in and hereby waives any grievance against the School District based on this Agreement or any other basis which he may or may not have as a member of the Cambridge Administrators' Association, the collective bargaining organization unit which represents him with the District.

5. **Release** - In consideration of the terms of this Agreement, the Employee, except to enforce this Agreement, up to the date of this Agreement, waives and hereby releases and discharges the School District, its officers, administrators, Board members, agents and assigns from all claims and liability to the Employee including, but not limited to, those arising out of or relating to this agreement and/or the District's investigation of disciplinary charges including, but not limited to (i) all claims and liability for any acts that violated or may have violated the Employee's rights under any contract, tort, or other common law, any federal, state, or local fair employment practices or civil rights law or regulation, any employee relations statute, executive order, law, regulation or ordinance, any unemployment or workers compensation law (including any allegations of a violation of Worker's Compensation Law §120), or any other duty or obligation of any kind, and all other federal, state and local law prohibiting employment discrimination of whatsoever kind or nature; (ii) all liability for any claims whatsoever, whether asserted or unasserted, known or unknown, suspected or unsuspected, which were or may have been alleged against or imputed to the School District by the Employee or anyone acting on the Employee's behalf, (iii) all asserted or unasserted rights to or claims for wages, commissions, monetary or equitable relief, or compensatory, punitive, or liquidated damages; and (iv) all asserted or unasserted rights to or claims for attorneys' fees, costs or disbursements. The Employee agrees not to seek or accept any award or settlement from any source or proceeding

with respect to any claim or right covered by the prior release. This release is to all employees, agents, officers, administrators, and Board members of the School District in both their official and individual capacities.

6. **Law of New York** - This Agreement shall be construed and enforced in accordance with the laws of the State of New York.

7. **Personnel File** - This Agreement will be placed in the Employee's personnel file. While the determination of the Employee's eligibility for unemployment insurance shall be made by the NYS Department of Labor, the School District agrees not to oppose or challenge any determination of the New York State Department of Labor concerning the Employee's eligibility for unemployment.

8. **Employee Acknowledgment** - The Employee acknowledges that he has been advised of the right to representation by his association concerning this Agreement. The Employee further acknowledges that he has read this Agreement in its entirety, understands its contents, and is voluntarily entering into the Agreement without coercion or duress.

9. **Binder** - This Agreement shall bind the Employee, the Employee's heirs and assigns; and the School District, its agents, successors and assigns.

10. **Full Agreement** - This Agreement constitutes the entire agreement between the parties, supersedes all prior agreements between the parties, and may not be altered, amended, or modified except by a writing executed by both parties.

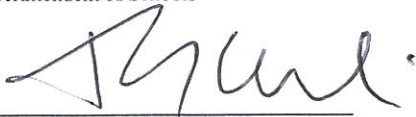
11. **Board Approval** - This Agreement is subject to final approval by the Board of Education.

Dated: March 18, 2011

FOR THE DISTRICT:



Vince Canini
Superintendent of Schools



Tom Wolski
President, Board of Education

EMPLOYEE:


Christopher Signor