

## ***4th Amendment to Superintendent's Employment Agreement***

**AGREEMENT** made this 3<sup>rd</sup> day of April, 2024, by and between **Board of Education of the Elmira Heights Central School District** (hereinafter, the "Board") and **Michael Gill** (hereinafter, the "Superintendent").

**WHEREAS**, the Board and the Superintendent are parties to an Employment Agreement dated October 30, 2019, and subsequently amended September 9, 2020, November 3, 2021, and December 21, 2022; and

**WHEREAS**, said Agreement contains provisions for annual compensation, benefits and other terms and conditions of employment for the Superintendent; and

**WHEREAS**, the Board and Superintendent have conferred and agreed to amend the Employment Agreement and further, the Board, at its meeting held on April 3, 2024, approved such amendments as noted herein.

**NOW, THEREFORE**, the parties hereby amend the Superintendent's Employment Agreement as follows:

1. Paragraph 3 titled "Term of Employment" is modified to extend the term of contract to December 31, 2028.
2. Paragraph 4 titled "Salary" shall be amended to increase the Superintendent's salary by \$1,500 and then 4% for the period from January 1, 2024 to December 31, 2024 over the prior calendar year's base salary, and with an increase to be paid retroactively to January 1, 2024.
3. All other provisions of the Agreement not specifically addressed herein shall remain in full force and effect.
4. A copy of this amendment as executed by the parties shall be affixed to the Employment Agreement.

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

Agreed to this 3<sup>rd</sup> day of April, 2024

**BOARD OF EDUCATION OF THE  
ELMIRA HEIGHTS CENTRAL SCHOOL DISTRICT**

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President, Board of Education

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Michael Gill, Superintendent of Schools