

BAINBRIDGE-GUILFORD CENTRAL SCHOOL SUPERINTENDENT'S CONTRACT

THIS AGREEMENT made the 3rd day of March, 2016, between the **BOARD OF EDUCATION OF THE BAINBRIDGE-GUILFORD CENTRAL SCHOOL DISTRICT**, Chenango County, of the State of New York, hereinafter referred to as the **BOARD**,

and

TIMOTHY R. RYAN currently residing at 1236 County Road 32, Guilford, NY 13780 hereinafter referred to as the **SUPERINTENDENT**.

W I T N E S S E T H :

In consideration of the conditions, covenants, and terms herein contained, it is mutually agreed as follows:

1. **Employment of Superintendent.** The **BOARD**, in accordance with the resolution of the **BOARD** adopted at its March 3, 2016 meeting, does hereby employ **TIMOTHY R. RYAN**, as Superintendent of Schools for a period commencing on August 1, 2016, and ending July 31, 2019.
2. **Maintenance of Certification.** The **SUPERINTENDENT** shall, through the term of this Agreement, hold a valid certificate to act as Superintendent of Schools in the State of New York.
3. **Duties and Authority of Superintendent.** The **SUPERINTENDENT** shall be the chief administrative officer of the District and shall perform all duties, accept all the responsibilities and have all the power and authority ordinarily required of and vested in a Superintendent of Schools in the District or in a similar school district pursuant to the provisions of the State of New York. The **SUPERINTENDENT** shall also perform the duties and responsibilities specified in this Agreement, the Job Description, Superintendent of Schools, and Board Policy, Bainbridge-Guilford Central School

District and in section 1711 of the Education Law of the State of New York. The **SUPERINTENDENT** will have complete freedom to organize, reorganize, and to arrange the administrative and supervisory staff in a manner, which, in his judgment, best serves, the District, subject to final approval by the **BOARD**. Responsibility for the administration of instructional and business affairs of the District will be vested in the **SUPERINTENDENT** and shall be administered by him with the assistance of his staff.

4. **Full-Time Employment.** The **SUPERINTENDENT** shall devote his full-time skill, labor and attention to the discharge of his duties during the term of this Agreement. However, by agreement with the **BOARD**, the **SUPERINTENDENT** may undertake consultative work and/or other professional opportunities.
5. **Compensation.** The **SUPERINTENDENT** shall be paid a gross annual salary of \$132,000 (One Hundred Thirty Two Thousand Dollars and 00/100) for the period beginning on July 1, 2016 and ending on June 30, 2017, said salary to be paid in accordance with the regular payroll schedule for the district.
6. **Salary Adjustment.** The **BOARD** retains the right to adjust the annual salary of the **SUPERINTENDENT** during the term of his employment by the District, providing that such salary adjustment shall not reduce the rate of annual salary below that paid to the **SUPERINTENDENT** in any prior period. Any adjustment in salary made during the life of this Agreement shall be in the form of an amendment and shall become a part of this Agreement; provided, however, that by so doing, it shall not be considered that the **BOARD** has entered into a new agreement with the **SUPERINTENDENT**, nor that the termination date of this Agreement has been extended. However, the **BOARD** may, by specific action, extend the termination date of this Agreement.
7. **Leave Time and Benefits.** In addition to the gross salary, the **BOARD** shall pay, provide or make available to the **SUPERINTENDENT** the following:

- a. The **SUPERINTENDENT** shall receive twenty (20) days paid vacation annually, exclusive of legal holidays, such days to amount to not more than ten (10) working days taken consecutively and not more than five (5) consecutive days while school is in session. These days will be credited as of July 1, 2016 and on July 1 of each year thereafter. With the approval of the **BOARD**, up to five (5) vacation days per year may be carried over annually. At the **SUPERINTENDENT's** discretion, the **BOARD** agrees to reimburse the **SUPERINTENDENT** for up to five (5) days of unused vacation per year at the **SUPERINTENDENT's** then current daily rate (1/240th). Upon severing his employment with the District, the **SUPERINTENDENT** will be paid for any unused, credited vacation days (1/240th) up to no more than fifty (50) days.
- b. The **SUPERINTENDENT** shall be granted fifteen (15) sick leave days annually with unlimited accumulation. After five (5) days' absence, a doctor's certificate may be requested. The **BOARD** agrees to credit the **SUPERINTENDENT** with forty (40) sick days upon employment, said days to be above and beyond the fifteen (15) days allowed per year.
- c. The **SUPERINTENDENT** shall be entitled to four (4) personal days per year with pay which may be taken without explanation, but which shall be for personal matters which cannot be handled during non-working time. At the end of each year unused personal days will be added to the accumulated sick leave.
- d. Bereavement leave is paid leave for circumstances resulting from a death in the **SUPERINTENDENT's** immediate family (including but not limited to siblings and parents) or of the **SUPERINTENDENT's** mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, or sister-in-law. The **SUPERINTENDENT** shall be granted five (5) days. This time shall not be charged to sick leave and shall be non-cumulative.
- e. The **BOARD** will pay 95% of the cost of the premium for individual and 85% family coverage for the **SUPERINTENDENT** in the District's health insurance program.
- f. The **BOARD** will pay 65% toward a family policy for the **SUPERINTENDENT** in the District's dental insurance program.

- g. The **SUPERINTENDENT** will be allowed to participate in the Internal Revenue Service 125 Plan or Cafeteria Plan. The District will pay any administrative fees.
 - h. The **BOARD** will pay the **SUPERINTENDENT's** membership dues in the following professional organizations:
 - 1. American Association of School Administrators
 - 2. New York State Council of School Superintendents
 - 3. Local Superintendent's Organization
 - i. The **SUPERINTENDENT** may attend appropriate professional meetings and conferences at the state and local level. Attendance at one national level meeting annually with prior **BOARD** approval may be granted. Reasonable related business expenses shall be reimbursed by the **BOARD**.
 - j. Reasonable related business expenses shall be reimbursed by the **BOARD**.
8. **Evaluation Procedure.** The **BOARD** shall evaluate and assess in writing the performance of the **SUPERINTENDENT** at least once a year during the term of this Agreement, such evaluation to be completed not later than June 30 of each year. The evaluation and assessment shall be reasonably related to the position descriptions of **SUPERINTENDENT** and the goals and objectives of the District in the year in question. The **BOARD** shall meet and confer with the **SUPERINTENDENT** and a copy of the evaluation shall be given to the **SUPERINTENDENT**. The evaluation instrument shall be mutually agreed upon by the **BOARD** and the **SUPERINTENDENT**.
9. **Distinguished Educators.** Consistent with and pursuant to Education Law §211-B (5) (a) the **SUPERINTENDENT** shall cooperate fully with any distinguished educators appointed by the Commissioner of Education.
10. **Renewal of Contract.** The **BOARD** will notify the **SUPERINTENDENT** in writing whether or not it intends to renew the appointment of the **SUPERINTENDENT** no later than nine (9) months prior to the termination date of this Agreement. Failure of the **BOARD** to notify the **SUPERINTENDENT**, in writing, by October 1, 2018, of the **BOARD's** intent not to renew the term of **SUPERINTENDENT's** employment with the District will automatically result in an extension of such term from July 1, 2019 through

June 30, 2020 at an annual salary which is at least equal to the highest rate of annual school year salary paid to the **SUPERINTENDENT** prior thereto.

11. **Medical Examination.** The **SUPERINTENDENT** shall have a comprehensive medical examination once each year. A statement certifying the physical competence of the **SUPERINTENDENT** shall be filed with the Clerk of the Board by September 1 of each year and treated as confidential information by the **BOARD**. The cost of said medical examination is to be borne by the District to the extent that such examination is not covered by applicable health insurance.
12. **Tuition Reimbursement.** The **BOARD** shall reimburse the **SUPERINTENDENT** for tuition costs of up to a maximum of six (6) graduate credit hours per year. The rate of reimbursement shall not exceed the then current rate for the State University of New York graduate credit hours. In order to be eligible for said reimbursement, the **SUPERINTENDENT** must attain a grade of at least "B".
13. **Travel.** The **SUPERINTENDENT** shall either have use of a District owned vehicle for business use or be compensated at the rate consistent with District policy (IRS allowable rate) for the use of his personal car while on school business.
14. **Notice of Resignation.** In the event the **SUPERINTENDENT** wishes to terminate this contract for any cause, he shall give the **BOARD** at least sixty (60) days prior written notice and resign his position as **SUPERINTENDENT**.
15. **Early Termination.** Throughout the term of this Agreement, the **SUPERINTENDENT** shall be subject to discharge for good and just cause; provided, however, that the **BOARD** does not arbitrarily or capriciously call for his dismissal, and that the **SUPERINTENDENT** shall have the right to service of written charges, notice of hearing, and a fair hearing as provided herein. Upon a determination made by the **BOARD** in executive session that there is probable cause for terminating the **SUPERINTENDENT'S** Agreement, written charges shall be prepared and served

personally or by certified mail upon the **SUPERINTENDENT** who shall be allowed at least ten (10) working days for answering the same in writing. The **SUPERINTENDENT** shall state in the answer whether or not a hearing on the charges is desired.

If no hearing is requested, the **BOARD** shall take such action as it deems appropriate in the circumstances, which action shall be final and binding on the **SUPERINTENDENT**.

If a hearing is requested, the parties agree to submit the charges to arbitration subject to the Voluntary Labor Arbitration Rules of the American Arbitration Association. It is agreed that the submission of the charges to arbitration by the **SUPERINTENDENT** shall constitute a release and discharge by the **SUPERINTENDENT** of any and all claims against the **BOARD**, its individual members, the District or its employees, representatives or agents that they may otherwise have. The hearing shall be conducted by the arbitrator in executive session.

The **SUPERINTENDENT** shall have a reasonable opportunity to defend himself and an opportunity to testify on his own behalf. Each party shall have the right to be represented by counsel, to subpoena witnesses and to cross-examine witnesses. During the pendency of the hearing the **SUPERINTENDENT** may be suspended with pay, but the **SUPERINTENDENT** shall not be assigned duties or responsibilities inconsistent with the position of Superintendent of Schools.

The arbitrator shall make his/her determination within thirty (30) days of the conclusion of the hearing. The decision of the arbitrator shall be binding upon both parties. Either party may appeal the decision of the arbitrator as provided by law. The costs of the administrative fees for the arbitration and the arbitrator shall be paid by the **BOARD**.

In the event that the decision of the arbitrator is to reinstate or maintain the employment of the **SUPERINTENDENT**, the **BOARD** retains the right to purchase the remaining term of this Agreement.

16. **Indemnification.** The **BOARD** agrees to provide legal counsel and to indemnify the **SUPERINTENDENT** against all uninsured financial loss arising out of any proceeding, claim, demand, suit or judgment by reason of alleged negligence or other conduct resulting in bodily or other injury to any person or damage to the property of any person committed while the **SUPERINTENDENT** is acting within the scope of his employment or at the direction of the **BOARD**.

17. **Retirement Benefits.**

a. **Health and Dental Insurance:** The District will pay 50% of the **SUPERINTENDENT's** premiums for individual or family coverage in the district's health insurance and dental insurance premiums between the time the **SUPERINTENDENT** retires and the time that the **SUPERINTENDENT** reaches age 65 if the **SUPERINTENDENT** meets the following conditions:

1. The **SUPERINTENDENT** must have served for ten (10) continuous years in the Bainbridge-Guilford Central School District.
2. The **SUPERINTENDENT** must retire under the N.Y.S. Retirement System.

18. **Governing Law.** This Agreement and all of its provisions shall be construed and interpreted in accordance with the laws of the State of New York.

19. **Savings Clause.** Should any provision, term, conditions, paragraph, phrase or portion of this Agreement be held or found void or illegal, the balance of the Agreement shall remain in full force and effect.

20. **Modifications.** This Agreement may be modified by the mutual consent of both parties.

IN WITNESS WHEREOF, the parties have set their hand and seal.

(S E A L)

3/3/16 Emily S. Hall
Date **Emily Hall**, President
Bainbridge-Guilford Board of Education

3/3/16 Timothy R. Ryan
Date **Timothy R. Ryan**, Superintendent

3/3/16 Susan L. Weibel
Date **Susan L. Weibel**, Clerk
Bainbridge-Guilford Board of Education

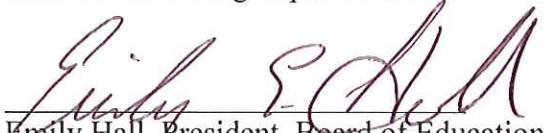
The Bainbridge-Guilford Central School District Board of Education and Timothy R. Ryan (hereinafter: the Superintendent) agree as follows:

Effective July 1, 2016, the Superintendent shall begin working for the School District in the temporary position of "Transition Administrator". The salary and benefits for the title of Transition Administrator shall be identical to the salary and benefits set forth for the position of Superintendent in agreement made between these same parties dated March 3, 2016.

Any vacation time accrued in the position of Transition Administrator shall immediately transfer as accrued vacation upon the assumption of the office of Superintendent. If, during the term of the Superintendent's service as Transition Administrator, the incumbent Superintendent is absent from the District for more than one day then the Transition Administrator shall assume the role of Acting Superintendent.

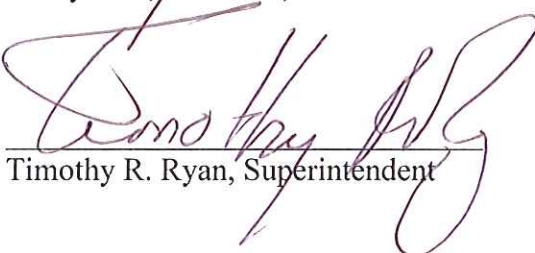
Dated:

3/3/16


Emily Hall, President, Board of Education


Dated:

3/3/16


Timothy R. Ryan, Superintendent

CLERK'S CERTIFICATION

This is to certify that this agreement was approved and the execution thereof on behalf of the Board of Education was authorized by vote of the Board of Education of the Central School District at a public meeting duly held on March 3, 2016, and has been made a part of the minutes of that meeting.


Susan L. Weibel
School District Clerk

Bainbridge-Guilford Central School

Contract Extension Amendment

Superintendent

Employment of Superintendent. The **BOARD**, in accordance with the resolution of the **BOARD** adopted at its July 13, 2017 meeting, does hereby extend the employment of **TIMOTHY R. RYAN**, as Superintendent of Schools for a period commencing on July 1, 2016, and ending July 31, 2021.

Superintendent

Date

District Representative

Date

**Amendment # 2 to the
Employment Agreement between the
BOARD OF EDUCATION of the BAINBRIDGE-GUILFORD CENTRAL SCHOOL
DISTRICT**

And

TIMOTHY R. RYAN, Superintendent

WHEREAS, the Board of Education for the Bainbridge-Guilford Central School District (the “District”) and Timothy R. Ryan (the “Superintendent”) are parties to an Employment Agreement entered into on March 13, 2016 (the “Agreement”), amended by resolution of the Board on July 13, 2017 and agreement of the parties dated August 21 and 24, 2017; and

WHEREAS, Section 6 of the Agreement authorizes the Board to adjust the Superintendent’s annual salary by amendment of the Agreement and the Board and the Superintendent agree that the Superintendent’s annual salary will be increased by 2.5% for the 2018-2019 school year to a total gross annual salary of One Hundred Thirty-five Thousand Three Hundred Dollars and 00/100 (\$135,300.00); and

WHEREAS, the Board and the Superintendent agree to modify that condition of employment set forth in Section 7(a) of the Agreement (“Leave Time and Benefits”) so as to provide the Superintendent with twenty-five (25) days paid vacation annually, exclusive of legal holidays; and

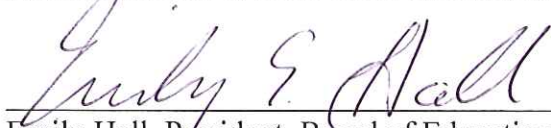
WHEREAS, the Board and the Superintendent agree to modify Section 7 of the Agreement to include “Section 7(k)” by which the Board will make an annual employer contribution to the Superintendent’s 403(b) Retirement Plan in the amount of Twenty-Four Hundred Dollars and 00/100 (\$2400); and

WHEREAS, the Board and the Superintendent desire to enter into this 2nd Amendment to the Agreement to reflect the above.

NOW, THEREFORE, THE PARTIES AGREE TO THE FOLLOWING AMENDMENT TO THE AGREEMENT:

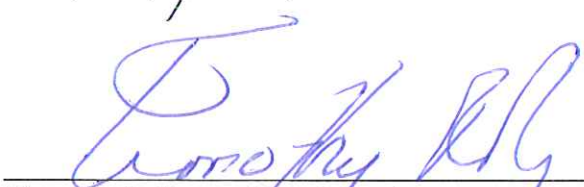
1. Section 5 ("Compensation") is amended to provide for the Superintendent to be paid a gross annual salary of \$135,300.00 (One Hundred Thirty-Five Thousand Three Hundred Dollars and 00/100) for the period beginning on July 1, 2018 and ending on June 30, 2019, said salary to be paid in accordance with the regular payroll schedule for the District.
2. Section 7(a) of the Agreement ("Leave Time and Benefits") is amended to provide the Superintendent with twenty-five (25) days paid vacation annually, exclusive of legal holidays.
3. Section 7(k) of the Agreement is added to provide that the Board will make an annual employer contribution to the Superintendent's 403(b) Retirement Plan in the amount of Twenty-Four Hundred Dollars and 00/100 (\$2400).
4. Except as modified herein, all other terms and conditions of employment as set forth in the Agreement shall remain in full force and effect.

**BOARD OF EDUCATION
BAINBRIDGE-GUILFORD CENTRAL SCHOOL DISTRICT**



Emily Hall, President, Board of Education

Date: 6/21/18



Timothy R. Ryan, Superintendent

Date: 6/25/18

Amendment #2

STATE OF NEW YORK)
COUNTY OF CHENANGO) ss.:

On this 21 day of June, 2018, before me came Emily Hall, to me known who, being by me duly sworn, did depose and say that she resides in Bainbridge, New York; that she is the President of the Board of Education of the Bainbridge-Guilford Central School District (the "District") described in, and which executed the foregoing Agreement; that she knows the seal of said District; that the seal affixed to said Agreement is such District seal; that it was so affixed by order of the Board of Education of said District; and that She signed her name thereto by like order.

Susan Z. Weibel
Notary Public

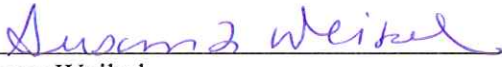
STATE OF NEW YORK)
COUNTY OF CHENANGO) ss.:

On this 25 day of June, 2018, before me came Timothy R. Ryan, known to me to be the person described in, and who executed the foregoing Agreement, and duly acknowledged to me that he executed the same.

Susan Z. Weibel
Notary Public

CLERK'S CERTIFICATION

This is to certify that this Agreement was approved and the execution hereof on behalf of the Board of Education was authorized by vote of the Board of Education of the Bainbridge-Guilford Central School District at a public meeting duly held on June 21, 2018, and has been made a part of the minutes of that meeting.



Susan Weibel,
School District Clerk

**Amendment # 3 to the
Employment Agreement between the**

BOARD OF EDUCATION of the BAINBRIDGE-GUILFORD CENTRAL SCHOOL DISTRICT

And

TIMOTHY R. RYAN, Superintendent

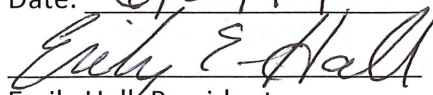
WHEREAS, the Board of Education and the Superintendent are parties to an Employment Agreement entered into on March 13, 2016 (the "Agreement"), amended by resolution of the Board on July 13, 2017 and agreement of the parties dated August 21 and 24, 2017 and amended by resolution on June 21, 2018 and

WHEREAS, the parties now desire to amend the current contract,

NOW, THEREFORE, in consideration of the agreements hereinafter set forth, the parties agree to amend the following paragraphs of the contract as follows:

1. Section 1 (Employment of the Superintendent) is amended to hereby extend the employment of Timothy R. Ryan, as Superintendent of Schools for a period commencing on July 1, 2016, and ending July 31, 2023.
2. Section 5 ("Compensation") is amended to provide for the Superintendent to be paid a gross annual salary of \$140,035 for the period beginning on July 1, 2019 and ending June 30, 2020, said salary to be paid in accordance with the regular payroll schedule for the District.
3. Section 7 (Leave Time and Benefits) At the Superintendent's discretion, the Board agrees to reimburse the Superintendent for up to ten (10) days of unused vacation per year at the Superintendent's then current daily rate (1/240th).

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this day:

Date: 6/20/19

Emily Hall, President

Board of Education
Bainbridge-Guilford Central School


Timothy R. Ryan
Superintendent
Bainbridge-Guilford Central School

STATE OF NEW YORK)

COUNTY OF CHENANGO) ss.:

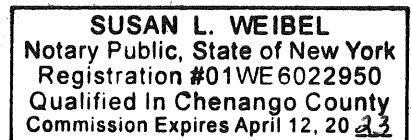
On this 20 day of June, 2019, before me came Emily Hall, to me known who, being by me duly sworn, did depose and say that she resides in Bainbridge, New York; that she is the President of the Board of Education of the Bainbridge-Guilford Central School District (the "District") described in, and which executed the foregoing Agreement; that she knows the seal of said District; that the seal affixed to said Agreement is such District seal; that it was so affixed by order of the Board of Education of said District; and that She signed her name thereto by like order.

Susan L. Weibel

Notary Public

STATE OF NEW YORK)

COUNTY OF CHENANGO) ss.:



On this 20 day of June, 2019, before me came Timothy R. Ryan, known to me to be the person described in, and who executed the foregoing Agreement, and duly acknowledged to me that he executed the same.

Susan L. Weibel

Notary Public

CLERK'S CERTIFICATION

This is to certify that this Agreement was approved and the execution hereof on behalf of the Board of Education was authorized by vote of the Board of Education of the Bainbridge-Guilford Central School District at a public meeting duly held on June 20, 2019, and has been made a part of the minutes of that meeting.

Susan L. Weibel

Susan Weibel,

School District Clerk

Amendment # 4 to the
Employment Agreement between the

BOARD OF EDUCATION of the BAINBRIDGE-GUILFORD CENTRAL SCHOOL DISTRICT
And
TIMOTHY R. RYAN, Superintendent

WHEREAS, the Board of Education and the Superintendent are parties to an Employment Agreement entered into on March 13, 2016 (the "Agreement"), amended by resolution of the Board on July 13, 2017 and agreement of the parties dated August 21 and 24, 2017 and amended by resolution on June 21, 2018 and amended by resolution on June 20, 2019 and

WHEREAS, the parties now desire to amend the current contract,

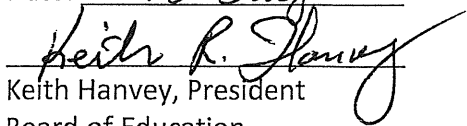
NOW, THEREFORE, in consideration of the agreements hereinafter set forth, the parties agree to amend the following paragraphs of the contract as follows:

1. Section 5 ("Compensation") is amended to provide for the Superintendent to be paid a gross annual salary of \$140,035 for the period beginning on July 1, 2020 and ending June 30, 2021, said salary to be paid in accordance with the regular payroll schedule for the District.
2. Section 7 (k – 403b Retirement Plan) of the Agreement to provide that the Board will make an annual non-elective employer contribution to the Superintendent's 403(b) Retirement Plan in the amount of \$3,000.

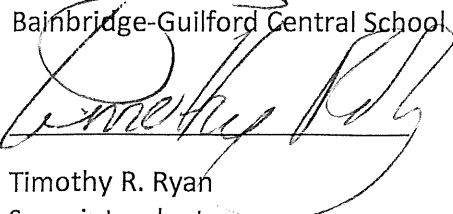
IN WITNESS WHEREOF, the parties hereto have set their hands and seals this day:

Date:

15 July 2020


Keith Hanvey, President
Board of Education

Bainbridge-Guilford Central School


Timothy R. Ryan
Superintendent
Bainbridge-Guilford Central School

**Amendment #5 to the Employment Agreement between the
BOARD OF EDUCATION of the BAINBRIDGE-GUILFORD CENTRAL SCHOOL DISTRICT**

And

TIMOTHY R. RYAN, Superintendent

WHEREAS, the Board of Education and the Superintendent are parties to an Employment Agreement entered into on March 3, 2016 (the "Agreement"), amended by resolution of the Board on July 13, 2017 and amended by resolution on June 21, 2018, and amended by resolution on June 20, 2019 and amended by resolution on July 15, 2020, and

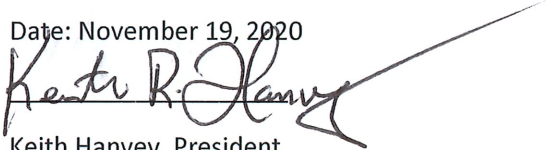
WHEREAS, the parties now desire to amend the current contract,

NOW, THEREFORE, in consideration of the agreements hereinafter set forth, the parties agree to amend the following paragraphs of the contracts as follows:

1. Section 1 titled "Term of Employment" shall be modified to extend the term of this agreement through November 18, 2025.
2. Section 5 titled "Compensation" shall be amended to increase the Superintendent's salary by \$4,000 over the current base salary for the 2020-2021 school year and for the 2021-2022 school year. For the 2022-23 school year and each subsequent school year of this agreement, the district and the Superintendent shall negotiate any salary increase, but in no event shall such salary be less than the then present salary.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this day:

Date: November 19, 2020



Keith Hanvey, President
Board of Education
Bainbridge-Guilford Central School



Timothy R. Ryan
Superintendent
Bainbridge-Guilford Central School

**Amendment #6 to the Employment Agreement between the
BOARD OF EDUCATION of the BAINBRIDGE-GUILFORD CENTRAL SCHOOL DISTRICT**

And

TIMOTHY R. RYAN, Superintendent

WHEREAS, the Board of Education and the Superintendent are parties to an Employment Agreement entered into on March 3, 2016 (the "Agreement"), amended by resolution of the Board on July 13, 2017 and amended by resolution on June 21, 2018, and amended by resolution on June 20, 2019 and amended by resolution on July 15, 2020, and amended by resolution on November 19, 2020, and

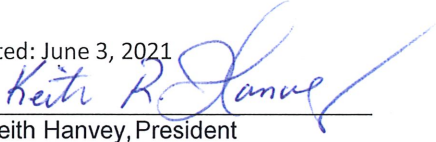
WHEREAS, the parties now desire to amend the current contract,

NOW, THEREFORE, in consideration of the agreements hereinafter set forth, the parties agree to amend the following paragraphs of the contracts as follows:

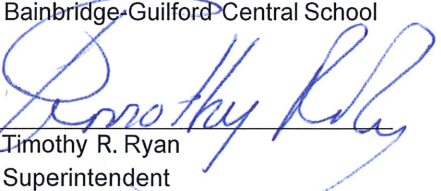
1. Section 1 titled "Term of Employment" shall be modified to extend the term of this agreement through June 30, 2026.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this day:

Dated: June 3, 2021



Keith Hanvey, President
Board of Education
Bainbridge-Guilford Central School



Timothy R. Ryan
Superintendent
Bainbridge-Guilford Central School

**Amendment #7 to the Employment Agreement
between the**

BOARD OF EDUCATION of the BAINBRIDGE-GUILFORD CENTRAL SCHOOL DISTRICT

And

TIMOTHY R. RYAN, Superintendent

WHEREAS, the Board of Education and the Superintendent are parties to an Employment Agreement entered into on March 3, 2016 (the "Agreement"), amended by resolution of the Board on July 13, 2017 and amended by resolution on June 21, 2018, and amended by resolution on June 20, 2019 and amended by resolution on July 15, 2020, and amended by resolution on November 19, 2020, June 3, 2021, and

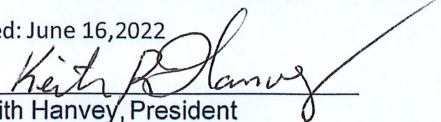
WHEREAS, the parties now desire to amend the current contract,

NOW, THEREFORE, in consideration of the agreements hereinafter set forth, the parties agree to amend the following paragraphs of the contracts as follows:

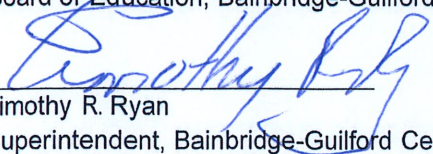
1. Section 5 Compensation shall be amended to increase the Superintendent's salary as follows:
 - 2022-23 school year: 3.5%
 - 2023-24 school year: 3.4%
 - 2024-25 school year: 3.3%
2. Section 17 Retirement Benefits shall be amended as follows:
 - a. Health and Dental Insurance: The District will pay sixty-five percent (65%) of the Superintendent's premiums for individual or family coverage in the district's health insurance and dental insurance premiums between the time the Superintendent retires and the time that the Superintendent reaches age 65 if the Superintendent meets the following conditions:
 1. The SUPERINTENDENT must have served for ten (10) continuous years in the Bainbridge-Guilford Central School District.
 2. The SUPERINTENDENT must retire under the N.Y.S. Retirement System.
 - b. Upon retirement, eighty percent (80%) of the total sick time accumulation, at the administrator's current daily salary rate (1/240th), shall be paid into the administrator's non-elective 403(b) plan. This payment shall be made within one-month of retirement.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this day:

Dated: June 16, 2022



Keith Hanvey, President
Board of Education, Bainbridge-Guilford Central School



Timothy R. Ryan
Superintendent, Bainbridge-Guilford Central School

**Amendment #8 to the Employment Agreement
between the**

BOARD OF EDUCATION of the BAINBRIDGE-GUILFORD CENTRAL SCHOOL DISTRICT

And

TIMOTHY R. RYAN, Superintendent

WHEREAS, the Board of Education and the Superintendent are parties to an Employment Agreement entered into on March 3, 2016 (the "Agreement"), amended by resolution of the Board on July 13, 2017 and amended by resolution on June 21, 2018, and amended by resolution on June 20, 2019 and amended by resolution on July 15, 2020, and amended by resolution on November 19, 2020, and amended by resolution on June 3, 2021, and amended by resolution on July 6, 2023, and

WHEREAS, the parties now desire to amend the current contract,

NOW, THEREFORE, in consideration of the agreements hereinafter set forth, the parties agree to amend the following paragraphs of the contracts as follows:

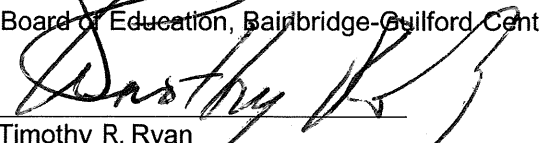
1. Section 7 (a) of the agreement "Leave Time and Benefits" shall be amended to grant the Superintendent thirty (30) days paid vacation annually, exclusive of legal holidays.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this day:

Dated: June 30, 2023



Keith Hanvey, President
Board of Education, Bainbridge-Guilford Central School



Timothy R. Ryan
Superintendent, Bainbridge-Guilford Central School

**Amendment #9 to the Employment Agreement
between the**

BOARD OF EDUCATION of the BAINBRIDGE-GUILFORD CENTRAL SCHOOL DISTRICT

And

TIMOTHY R. RYAN, Superintendent

WHEREAS, the Board of Education and the Superintendent are parties to an Employment Agreement entered into on March 3, 2016 (the "Agreement"), amended by resolution of the Board on July 13, 2017 and amended by resolution on June 21, 2018, and amended by resolution on June 20, 2019 and amended by resolution on July 15, 2020, and amended by resolution on November 19, 2020, and amended by resolution on June 3, 2021, and amended by resolution on June 16, 2022, and amended by resolution on June 30, 2023, and

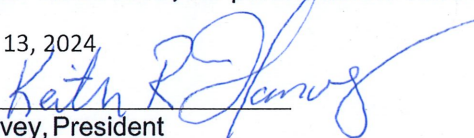
WHEREAS, the parties now desire to amend the current contract,

NOW, THEREFORE, in consideration of the agreements hereinafter set forth, the parties agree to amend the following paragraphs of the contracts as follows:

1. Section 5 Compensation shall be amended to increase the Superintendent's salary as follows:
2024-2025: 10% increase on current salary
2. Section 1 titled "Term of Employment" shall be modified to extend the term of this agreement through June 30, 2027.

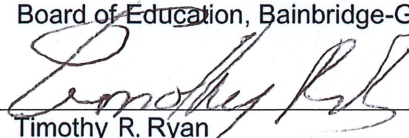
IN WITNESS WHEREOF, the parties hereto have set their hands and seals this day:

Dated: June 13, 2024



Keith Hanvey, President

Board of Education, Bainbridge-Guilford Central School



Timothy R. Ryan

Superintendent, Bainbridge-Guilford Central School