

SECOND ADDENDUM AGEEMENT

BY AND BETWEEN the Board of Education of the Bedford Central School District (“**Board**”) and the Superintendent of Schools, Dr. Robert Glass (“**Superintendent**”), who are parties to an employment contract covering the term of July 1, 2022, through June 30, 2026 and an Addendum Agreement dated July 11, 2023 (the “Employment Agreement”); and

WHEREAS, the Superintendent and Board agree that the following provisions in the Superintendent’s Employment Agreement shall be modified by the following terms and conditions of employment:

1. The duration of the Superintendent’s Employment Agreement is hereby extended for the two-year period commencing on July 1, 2026 and terminating on June 30, 2028.
2. Paragraph “1”– **Compensation** – Is hereby modified by increasing the Superintendent’s annual salary by two percent (2.0%) effective July 1, 2025, provided that the Superintendent’s 2024-25 school year overall annual evaluation rating is at least effective and by two percent (2.0%) effective July 1, 2026, provided that the Superintendent’s overall annual evaluation rating for the 2025-26 school year is at least effective.
3. Paragraph “1(D)” – **Contract Extension** – The date by which the Board must notify the Superintendent of its intentions regarding contract extension is hereby changed to June 30, 2027; provided, however, that the failure to give such notice shall not be deemed to extend the term of the Superintendent’s Employment Agreement beyond the expiration date of June 20, 2028.
4. This addendum agreement is understood by the parties to constitute an amendment to the Superintendent’s Employment Agreement entered into by the Board and the Superintendent for the period covering July 1, 2022 through June 30, 2026 and the Stipulation of and Addendum to Agreement executed by the parties hereto dated July 11, 2023.
5. All other terms and conditions of the Superintendent’s Employment Agreement as modified by the Stipulation of and Addendum to Agreement referenced hereinabove shall remain in effect with no other modifications.
6. The terms of this Second Addendum Agreement may not be altered except by a writing signed by all parties. It may not be modified orally.
7. This Second Addendum Agreement shall not become effective until fully executed by all parties and ratified by duly enacted resolution of the Board of Education.
8. This Second Addendum Agreement may be executed in more than one counterpart, each of which shall be deemed an original, but all of which shall constitute the same instrument.

SO AGREED this ____ day of November 2024, subject to Board approval.

THE BOARD

SUPERINTENDENT

BY: _____
GILIAN KLEIN,
BOARD PRESIDENT

DR. ROBERT GLASS