

July 7, 2020  
**ADDENDUM TO THE CONTRACT**  
**BY AND BETWEEN THE**  
**MOHONASEN CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION**  
**AND**  
**SHANNON SHINE, SUPERINTENDENT OF SCHOOLS**

WHEREAS, the Board of Education of the Mohonasen Central School District (“Board”) and Shannon C. Shine (“Superintendent”) are parties to an employment agreement dated April 25, 2018 and an addendum dated September 23, 2019 (the “Agreement”); and

WHEREAS, the Superintendent has requested amendments to the Agreement and the Board has agreed to amend certain terms and conditions of his employment;

NOW, therefore, it is hereby agreed that:

A. **Article I, Term of Employment and Work Year**, is hereby amended to provide:

1. The Superintendent's term of employment shall be for five (5) years, commencing on July 1, 2020 and terminating on June 30, 2025, unless further extended or sooner terminated as hereinafter provided.

B. **Article III, Compensation**, is hereby amended to provide:

1. The Superintendent shall be paid, as salary, for the 2020-2021 school year, commencing July 1, 2020, the sum of One Hundred Sixty Seven Thousand One Hundred Sixty Five (\$167,165) dollars.

C. **Article V(G), Retirement Benefits**, is hereby amended to provide:

After completion of at least ten (10) years of service with the District, and provided he retires directly from the District as the Superintendent with no reduction in benefits from the New York State Teachers’ Retirement System, the Superintendent shall be entitled to continue participation in the District sponsored health (including prescription coverage) and dental insurance plans. From the time of retirement until the age of sixty-five (65), or a minimum of five (5) years whichever comes last, the District will pay 80% of an individual plan and 70% of two-person or family coverage. After age sixty-five (65), or the minimum five (5) years, whichever comes last, the District shall pay 50% of the cost of all plans. This entitlement shall survive the term and be enforceable after the termination of this Agreement, but shall be available only so long as Mr. Shine remains retired. Upon his death, the Superintendent’s spouse/eligible dependents may continue coverage under a District plan at 50% of the cost of the plan. The Superintendent’s spouse shall only be entitled to individual benefits should she survive him.

D. **Article VI, Agreement Renewals, paragraph 1**, is hereby amended to provide:

1. No later than June 30, 2024, the Board shall meet to consider extending the term of the Superintendent's employment for an additional term. At such time, a motion to extend the term of this Agreement will be moved, seconded and voted upon by the Board. If the Board fails to so act by June 30, the Superintendent may require that it do so at its next regularly scheduled Board meeting. It is the parties' expectation that the Superintendent's term of employment will be renewed at the time of such Board consideration, provided the Superintendent has previously rendered competent and efficient service and faithfully discharged the duties of his position as described herein.

All other provisions of the Agreement shall remain in full force and effect, in accordance with the terms of the Agreement.

For the District:

Superintendent:

\_\_\_\_\_  
Lisa Gaglioti, Board of Education President

\_\_\_\_\_  
Shannon Shine

**Resolution**

RESOLVED, that the Board of Education of the Mohonasen Central School District hereby extends the employment of Shannon Shine as Superintendent of Schools to June 30, 2025, approves the amendment to his employment agreement, dated July \_\_, 2020, setting forth the revised terms and conditions of his employment, and approves the payment of money provided therein.