**MEDFIELD PUBLIC SCHOOLS**
**MEDFIELD, MASSACHUSETTS**

# THIRD AMENDMENT TO CONTRACT OF EMPLOYMENT FOR SUPERINTENDENT OF SCHOOLS

This Third Amendment (the "Third Amendment") to the April 4, 2016 Contract of Employment ("the 2016 contract"), First Amendment to the Contract of Employment dated March 11, 2019 ("the First Amendment"), and Second Amendment to the Contract of Employment dated May 6, 2022 ("the Second Amendment") between the Medfield School Committee and Dr. Jeffrey Marsden is effective as of March 13, 2025. The terms of the 2016 contract, the First Amendment and the Second Amendment, copies of which are attached, are expressly incorporated herein, and any term not modified by this Third Amendment shall continue in full force and effect.

A. Section 2 (Term). Amend the language to read as follows: "The Superintendent shall be employed through June 30, 2030."

B. Section 3 (Compensation) of the Agreement remains the same as amended by the First Amendment and Second Amendment, except that the second sentence in the first paragraph shall be amended to read as follows: "For the contract year commencing on July 1, 2025 (FY '26), the Superintendent shall be paid an annualized salary of Two Hundred Sixty Thousand Nine Hundred Twenty-Nine Dollars ($260,929.00)." Salaries beginning with Fiscal Year 2027 through Fiscal Year 2030 are set forth in Attachment A, which is attached hereto and incorporated herein as a part of this Third Amendment.

C. Section 3 (Compensation) remains the same as amended by the First Amendment which added the following language in the first sentence of the second paragraph: "Commencing with the Fiscal Year beginning July 1, 2021, this contribution shall be adjusted to $10,000.00."

D. Section 20. (Terms of Renewal). Amend the dates in this section so that the Committee shall notify the Superintendent at least six (6) months (December 31, 2029) prior to the stated expiration date (June 30, 2030) whether it intends to renew or extend the Agreement.

E. Section 24 (New Section). Add the following language as a new section: "Effective July 1, 2025 and continuing annually during the term of this Agreement, the Superintendent shall receive a longevity payment of Seven Thousand Five Hundred Dollars ($7,500.00). The longevity payment shall not be subject to annual percentage increases to the base salary."

F. Section 25 (New Section). Effective July 1, 2025, the Superintendent shall have the option of working remotely from home up to ten (10) days per contract year.

IN WITNESS HEREOF, the parties have signed and sealed this Third Amendment on the date and year stated below.

| | |
|---|---|
| Jeffrey J. Marsden, Ed.D. | Date |
| Medfield School Committee | Date |
| Medfield School Committee | Date |
| Medfield School Committee | Date |
| Medfield School Committee | Date |
| Medfield School Committee | Date |

**Attachment A**

**Superintendent Salary and Longevity**

| Fiscal Year | Base Salary | Longevity |
|---|---|---|
| FY 2026 | $260,929.00 | $7,500 |
| FY 2027 | 2% increase | $7,500 |
| FY 2028 | 3% increase | $7,500 |
| FY 2029 | 3% increase | $7,500 |
| FY 2030 | 3% increase | $7,500 |