

# PEQUEA VALLEY SCHOOL DISTRICT

## Superintendent Contract

MADE this 11<sup>th</sup> day of May 2006, by and between PEQUEA VALLEY SCHOOL DISTRICT, Kinzers, PA, hereinafter referred to as the "School District" and Patrick Hallock an individual residing at 4 Sandra Drive, Strasburg, PA 17579, hereinafter referred to as "Superintendent."

WHEREAS, the Board of School Directors of the School District (the "Board") at a meeting of the Board duly and properly called on February 9, 2006, did appoint Patrick Hallock as Superintendent of Pequea Valley School District in accordance with the provisions of the School Code.

NOW THEREFORE, the parties intending to be legally bound and in consideration of the mutual covenants herein contained do hereby agree as follows:

1. Employment Term. The School District agrees to employ the Superintendent as district superintendent of the School District for a four (4) year term, commencing July 1, 2006 and ending June 30, 2010. The Superintendent hereby accepts such employment.

2. Compensation. The School Board will review and adjust the Superintendent's compensation annually. A decision will be made on compensation for the next school year no later than June 30 of each year. The salary adjustment will be based on the performance evaluation and will not under any circumstances be decreased from the salary paid during the preceding year. The annual salary shall be paid in equal installments in accordance with the policy of the School District governing payment of professional employees and administrators employed on a 12-month basis.

3. Benefits. The Superintendent shall receive all benefits provided professional employees and administrators of the School District. Without limiting the foregoing, specific benefits shall be provided stated herein:

a. Meetings, Conventions, and Seminars. The duties of the Superintendent require his presence at meetings, conventions, and conferences of professional organizations in order to maintain awareness of current problems and information. The School District will reimburse Superintendent for the cost of participation in such meetings, conventions, and conferences in accordance with its policy governing this matter. The School District also agrees to pay up to \$2000.00 per year for membership in professional organizations.

b. Miscellaneous. Nothing contained in this agreement shall preclude the School District from providing additional benefits to the Superintendent as agreed between the Superintendent and the Board.

continued....

4. Legal Qualifications. The Superintendent covenants that he possesses all the qualifications that are required by law to serve as district superintendent. The Superintendent agrees to maintain throughout the term of this agreement a valid and current commission or other legal credentials as may be required by law and to present the same to the Board. He further agrees to subscribe to and take the proper oath of office before entering upon his duties. The appointment of Superintendent by the School District and his employment under this contract is conditioned upon the issuance to him of a commission by the Secretary of the Commonwealth of Pennsylvania.

5. Duties. During the term of this contract the Superintendent agrees to serve as chief Administrator of the School District and as Executive Officer for the Board, and perform the duties of the district superintendent in a competent and professional manner in accordance with the laws of the Commonwealth of Pennsylvania, the policies of the School District, and the provisions of this contract. Among other things, the Superintendent shall have the right and obligation to make recommendations to the Board with regard to employment, suspension, and discharge of administrative, professional, and non-professional employees. Superintendent agrees to devote his entire time, skill, labor, and attention to employment by the School District during the term of his contract, provided, however, that Superintendent, with the prior consent of the Board, may undertake consultation work, speaking engagements, writing, lecturing, or other professional duties and obligations.

6. Performance Evaluation. A regular, annual formal assessment of performance shall be the means by which the School District shall assess the performance of the Superintendent. The performance assessment shall be conducted in a private session limited to members of the Board and the Superintendent. An evaluation instrument or format agreed upon by both parties to this contract shall be utilized. Each judgment made shall be supported by rational and objective evidence.

7. Discharge for Cause. Superintendent may be discharged and this contract terminated for cause in accordance with the provisions of the School Code. "Cause" shall be deemed to mean disability or other inability of the Superintendent to perform his duties, and other reasons specified in the School Code as grounds for removal.

MAY 11, 2006  
Date

Witness:

Charles H. Rohrer

PEQUEA VALLEY SCHOOL DISTRICT

By: [Signature]

Attest: [Signature]

[Signature]  
Superintendent