

# Solanco School District

## Superintendent Contract

2007-08 thru 2011-12

Made this 5<sup>th</sup> day of March, 2007 by and between **Solanco School District**, 121 South Hess Street, Quarryville, Pennsylvania, hereinafter referred to as the "School District" and **Dr. Martin J. Hudacs**, hereinafter referred to as "Superintendent.

Whereas, the Board of School Directors at a meeting of the Board duly and properly called on March 5<sup>th</sup>, 2007 did approve a compensation agreement between the School District and the Superintendent.

Now, therefore, the parties intending to be legally bound by covenants herein contained do hereby agree as follows:

1. **Employment Term:** The School District agrees to employ the Superintendent for a term of five (5) years commencing July 1, 2007 and ending June 30, 2012.
2. **Compensation:** The 2007-08 base salary for computation will be \$122,000. Annual Salary increases for the term of the contract are listed below and will be based on satisfactory performance of all duties and responsibilities based upon item #6 of this agreement.

2008-09	3.2%	2009-10	3.3%
2010-11	3.4%	2011-12	3.5%

3. **Benefits:** Where unspecified, benefits are coordinated with both the Act 93 Administrative Agreement as well as the teachers' contract. Benefits are coordinated to be the highest and best use of the articles provided in either agreement, but not both.

Upon completion of this contract, the Superintendent will receive medical benefits for himself only. Medical benefits would not be provided to the Superintendent should the Superintendent retire prior to the conclusion of the contract.

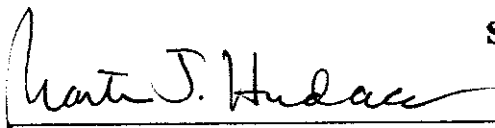
4. **Meetings, Conventions and Seminars:** The Duties of the Superintendent require his presence at meetings, conventions and conferences of professional organizations in order that he maintains awareness of current problems and information. The School District will reimburse the Superintendent for the cost of participation in such meetings, conventions and conferences in accordance with its policy governing this matter.

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 will 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.

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 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:** The Superintendent may be discharged and this contract terminated for cause in accordance with 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.


In witness thereof, the parties hereto have executed this agreement this day on March 5, 2007.

  
Dr. Martin J. Hudacs, Superintendent

**SOLANCO SCHOOL DISTRICT**

  
Craig C. Chubb, Board President

  
Witness

  
Monica Miller, Board Secretary

3/5/2007  
Date

3/5/2007  
Date