

AGREEMENT

THIS AGREEMENT made this 13th day of June, 2019, by and between **BOARD OF SCHOOL DIRECTORS OF THE DALLASTOWN AREA SCHOOL DISTRICT**, a Pennsylvania school district, with its principal offices located at 700 New School Lane, Dallastown, Pennsylvania 17313 (hereinafter referred to as “District” or “Board”) and **DR. JOSHUA A. DOLL** (hereinafter referred to as “Dr. Doll” or “Superintendent”).

WITNESSETH:

WHEREAS, the Board by action dated June 13, 2019, has voted to elect Dr. Doll as District Superintendent for the time period of January 1, 2020, until June 30, 2023;

WHEREAS, the Board desires to provide Dr. Doll with a written Employment Agreement in order to: (1) enhance administrative stability and continuity within the District, which the Board believes generally improves the quality of its overall educational program; and (2) to comply with the employment agreement provisions of Sections 1073 and 1073.1 of the Public School Code of 1949, as amended (hereinafter referred to as “Public School Code”); and

WHEREAS, the purpose of this Agreement is for the parties to set forth the understandings governing compensation and fringe benefits reached between District and Dr. Doll.

NOW, THEREFORE, the parties intending to be legally bound, based upon the mutual considerations and covenants herein, agree as follows:

1. **Term of District Superintendent.** In consideration of the promises herein contained, the Board has employed the Superintendent and the Superintendent hereby accepts said employment as Superintendent of the District for a term commencing January 1, 2020, and ending June 30, 2023 (“Term”). This Agreement shall terminate immediately upon the

expiration of the aforesaid Term unless the Agreement is modified or terminated in accordance with this Agreement or allowed to renew automatically in accordance with Section 1073(b) of the Public School Code. By execution of this Agreement, the Superintendent hereby accepts employment by the District as District Superintendent for the Term under the terms and conditions set forth in this Agreement.

2. **Annual Salary.** Dr. Doll's annual salary throughout the Term of this Agreement shall be One Hundred Eighty Thousand Dollars (\$180,000.00). Such salary shall be payable monthly or semi-monthly, in accordance with the policies and procedures of the District's Business Department, less the contributions required by law to be paid to the Public School Employees' Retirement Fund, less proper deductions for loss of time, and less necessary withholdings and deductions required by law. As the result of Dr. Doll performing less than a full school year of services during the 2019-2020 school year, Dr. Doll's base annual salary as Superintendent shall be prorated to reflect the fact of working less than a full school year as Superintendent of the District.

3. **Merit Increases.** Dr. Doll shall be eligible for a merit-based compensation increase effective on July 1, 2021 and on July 1, 2022. On these two dates of this Agreement, Dr. Doll would be eligible for a merit-based increase in an amount determined by the District and a determination of whether or not such merit-based increase would be included in the base salary of Dr. Doll or be treated as a non-reoccurring bonus for Dr. Doll, all subject to the sole and exclusive discretion of the Board. Otherwise, Dr. Doll shall not be entitled to any salary increases during the Term of the Agreement.

4. **Assessment of Performance.**

a. Consistent with the provisions of the Public School Code, the Board shall post mutually agreed upon objective performance standards referenced in this Agreement on the District's publicly accessible internet website. Upon completion of the annual performance assessment, the Board shall post the date of the assessment and whether or not the Superintendent has met the agreed upon objective performance standards on the District's publicly accessible internet website.

b. The Superintendent shall be evaluated on a methodology as mutually agreed upon by the Board and Superintendent.

c. The performance evaluation form shall be in accordance with the format, content, and methodology that will be mutually developed and agreed upon between Dr. Doll and the Board and will be considered to be incorporated into this Agreement, and as may be revised from time to time as agreed to in writing by the Board and Superintendent.

d. On or before May 1, 2020, the Board and Dr. Doll shall meet for the purposes of mutually agreeing to objective performance standards for the 2020-2021 school year, which are required by Pennsylvania law. The Board and Dr. Doll will finalize their mutually agreeable objective standards no later than June 1, 2020, and these mutually agreed upon objective performance standards will be annually revised within sixty (60) days of the remaining anniversary dates of the Agreement (July 1, 2021 and July 1, 2022) for each year during the Term of this Agreement.

e. During the time period of January 1, 2020 through June 30, 2020, the Board and Dr. Doll agree that the terms and provisions set forth in Exhibit "A," a copy of which is attached hereto and made a part hereof, shall be implemented and shall constitute the mutually

agreed upon objective performance standards for Dr. Doll during the time period of January 1, 2020, through June 30, 2020, in accordance with Pennsylvania law.

f. The Board shall evaluate the Superintendent annually in accordance with the statutes, regulations, and Board policy relating to the Superintendent's evaluation, provided, however, that the evaluation of the Superintendent shall be consistent with the terms and provisions of this Agreement. Prior to the Board conducting its annual evaluation, the Superintendent shall provide the Board a self-appraisal of his performance using the agreed upon evaluation form and the Board shall consider this self-appraisal in evaluating the Superintendent. Each annual evaluation shall be in writing. The written performance assessment will be conducted no later than May 31 (or another date depending upon the District's evaluation cycle and as mutually agreed upon by the Board and Dr. Doll). The Superintendent's performance relating to whether or not the Superintendent met his objective performance standards will be posted on the District's website. No other information regarding the Superintendent's performance evaluation shall be posted on the District's website.

5. **Benefits Package.**

a. Unless otherwise specified in this Agreement, Dr. Doll shall be entitled to the fringe benefits as are applicable and made available to the District's Principals, Assistant Principals, Directors, Supervisors, and Miscellaneous Positions as set forth in the District's Act 93 Compensation Plan pursuant to Section 11-1164 of the Public School Code, as amended ("ACP"). Should the ACP be amended during the Term of this Agreement, the fringe benefits contained in the ACP shall be applicable to Dr. Doll as of the effective date of the amendment, unless otherwise stated in this Agreement. Unless otherwise indicated, per diem payments shall be calculated based upon a 260-day work year.

i. It is understood, however, that even though Dr. Doll's benefits package is linked to the ACP, the following provisions will not be applicable in the ACP to Dr. Doll:

- (a) Term.
- (b) Rate of compensation.
- (c) Payment added to base salary for unused personal days.
- (d) Work schedule.
- (e) Act 93 administrators' starting salaries and salary ranges.
- (f) Annual increases.
- (g) Exceptions to annual maximum merit.
- (h) Conferences.
- (i) Meet and discuss.

b. **Work Responsibilities.** Notwithstanding any modification to the ACP, Dr. Doll's responsibilities are such that his schedule will need to be a flexible one.

Notwithstanding the foregoing, Dr. Doll is expected to complete all necessary District work, attend required District-related events, ensure the proper operation of the District to the satisfaction of the Board, and to be present for enough hours to provide the necessary leadership to the administrative staff and accessibility to the District community. As a general principle, it is understood that Dr. Doll's presence is an important example for the central administrative staff and the entire District community.

c. **Technology.** Notwithstanding any modification to the ACP, Dr. Doll shall be entitled to receive a Smartphone mobile phone device, an iPad, and a laptop computer

all with wireless capabilities and related service and data plans to be used for official business purposes in accordance with District policy.

d. **Expense and Mileage Reimbursement.** Notwithstanding any modification to the ACP, the District shall fully reimburse the Superintendent for all reasonable expenses incurred by the Superintendent in the discharge of his duties, upon proper documentation submitted to the Director of Business Operations of the District and approved by the Board President. This shall include reimbursement for mileage associated with the use of the Superintendent's private vehicle in the performance of the Superintendent's duties, which said reimbursement shall be based on the current mileage allowance as established by the Internal Revenue Service ("IRS"), as the same may be changed or modified from time to time by the IRS. Such expense reimbursement costs shall be estimated for budget purposes and approved by the Board in accordance with Board policy and procedures.

e. **Vacation Leave.** The Superintendent shall carry forward in this Agreement and be credited on January 1, 2020 with all of his days of unused vacation leave accrued during his employment with the District. The District shall provide Dr. Doll with twenty-five (25) days of vacation leave per year of this Agreement, which shall be credited in full on July 1, 2020 and July 1st of each year of this Agreement. In addition, on January 1, 2020, the District shall provide the Superintendent with five (5) days of vacation leave for the time period of January 1, 2020, through June 30, 2020.

f. **Unused Vacation Leave.** On June 30th of each year of this Agreement, the District shall redeem each day of unused vacation leave up to a maximum of 16 days, at his per diem rate, which shall be calculated by dividing the Superintendent's then-current gross annual salary by 260. The full redemption amount for the sixteen (16) unused vacation days

shall be deposited as a non-elective employer contribution to the account established for the Superintendent in either the 403(b) tax sheltered annuity plan or the Section 457 plan; provided, however, that the timing and amount of such contributions shall be subject to any restrictions imposed by law. Any accrued but unused vacation leave which is not redeemed pursuant to this Paragraph will be carried forward for use in subsequent year(s). In the event that Dr. Doll separates from his employment at or before the end of the Term of this Agreement for any reason except his termination for cause in accordance with Section 1080 of the Public School Code, 24 P.S. 10-1080, the District shall redeem all of the Superintendent's unused days of vacation leave at the Superintendent's then-current per diem rate for each day of unused vacation leave. Such redemption amount for unused vacation leave at retirement shall be made in the form of a non-elective employer contribution into a 403(b) plan for the Superintendent. If the redemption amount exceeds the contribution limits under Section 415(c) of the Internal Revenue Code, the excess shall be contributed in subsequent years until such payment is fully made, subject to the limitations of the Internal Revenue Code. There is no cash option for such payments for unused vacation leave.

g. **Holidays**. The District Superintendent shall receive all holidays available to District administrators covered under the ACP.

h. **Sick Leave**. The Superintendent shall carry forward in this Agreement and be credited on January 1, 2020 with all of his days of unused sick leave accrued during his employment with the District, including sick leave transferred from previous public school employment. The District shall provide Dr. Doll with twelve (12) days of sick leave per year of this Agreement, which shall be credited in full on July 1, 2020 and July 1st of each year of this Agreement. In addition, on January 1, 2020, the District shall provide the Superintendent with

six (6) days of sick leave for the time period of January 1, 2020, through June 30, 2020. Unused days of sick leave shall be cumulative without limit and may be supplemented at the discretion of the District.

i. **Unused Sick Days Exchange.** On June 30th of each year of this Agreement, the District shall pay the Superintendent for ten (10) unused sick days, at the rate of Two Hundred Dollars (\$200.00) per day. The full redemption amount for the ten (10) unused sick days shall be deposited as a non-elective employer contribution to the account established for the Superintendent in either the 403(b) tax sheltered annuity plan or the Section 457 plan; provided, however, that the timing and amount of such contribution shall be subject to any restrictions imposed by law. Any accrued but unused sick days which are not redeemed pursuant to this Paragraph will be carried forward for use in subsequent year(s). In the event that Dr. Doll retires from the District pursuant to the Pennsylvania Public School Employees' Retirement System ("PSERS") at or before the end of the Term of this Agreement, the District shall redeem Dr. Doll's then remaining unused days of sick leave at the rate of Two Hundred Dollars (\$200.00) per day for each day of unused sick leave. Such redemption for unused sick leave shall be made in the form of a non-elective employer contribution into a 403(b) plan for the Superintendent. If the redemption amount exceeds the contribution limits under Section 415(c) of the Internal Revenue Code, the excess shall be contributed in subsequent years until such payment is fully made, subject to the limitations of the Internal Revenue Code. There is no cash option for such payments for unused sick leave.

j. **Personal Leave.** The Superintendent shall carry forward in this Agreement and be credited on January 1, 2020 with all of his days of unused personal leave accrued during his employment with the District. The District shall provide Dr. Doll with four

(4) days of personal leave per year of this Agreement, which shall be credited in full on July 1, 2020 and July 1st of each year of this Agreement. Days of personal leave awarded each year pursuant to this provision will not be accumulated from year to year.

k. **Membership Dues, Fees, and Continuing Professional Development.**

The District agrees to pay for membership dues, fees, and continuing professional development to permit Dr. Doll to have relevant and significant opportunities for professional development with organizations or entities that could provide Dr. Doll with information and methodologies that will improve the quality of education in the District. These membership dues, fees, and continuing professional development opportunities shall include American Association of School Administrators, Pennsylvania Association of School Administrators, Association for Supervision and Curriculum Development, and such other organizations that the Board President may preapprove. Notwithstanding the importance the District attaches to Dr. Doll's participation in such professional development opportunities and involvement with professional organizations and study councils, it is understood that Dr. Doll's engagement in these activities will not interfere with Dr. Doll's ability to act as Superintendent of the District and the duties of the Superintendent of the District.

l. **Continuing Education.** The District shall pay the full cost for all continuing education courses including but not limited to related fees and materials taken by the Superintendent during this Agreement, provided that such courses are approved in advance by the Board.

6. **Waiver of Right of Sabbatical Leave.** The Superintendent waives any rights that he may have to a sabbatical leave for professional development; provided however, the

Superintendent does not waive his right to a sabbatical leave for restoration of health pursuant to the Public School Code.

7. **Duties of Dr. Doll.** Dr. Doll agrees to perform well and faithfully the duties required by the Board for the position of Superintendent and to do so in accordance with applicable law, including but not limited to the Public School Code, and shall further perform such duties as set forth in the job description of the Superintendent, a copy of which is attached hereto, made a part hereof, and marked Exhibit “B.” Without the written consent of the Superintendent, the Board shall not reassign the Superintendent to any other position in the District. The Superintendent shall have the exclusive administrative authority and the responsibility to make recommendations for the assignment and evaluation of all District personnel, as well as the administrative authority to recommend the organization of the District’s central and business administration organizational structure, including position titles, subject to Board approval. The Superintendent also shall have the exclusive administrative authority and responsibility to recommend the hiring of all professional and non-professional staff, including cabinet level administrators, subject to Board approval and District policy involved in the administrative hiring process. It is understood that the Superintendent’s authority to make such recommendations shall be limited by the requirements of law and Board policy, which may change from time to time.

8. **Loyalty and Outside Work or Opportunities.** Dr. Doll shall devote the Superintendent’s time, attention, knowledge, and skills solely and exclusively to the business and interests of the District. The Superintendent may, however, undertake compensated or uncompensated consulting work, speaking engagements, adjunct teaching, writing, and other professional services as set forth herein so long as: (1) such work does not materially interfere

with the discharge of the Superintendent's duties and responsibilities hereunder; and (2) the Superintendent receives preapproval from the Board through the Board President to engage in such activities and consultancies.

9. **Election as District Superintendent.** Dr. Doll's election as District Superintendent is subject to the provisions of the Public School Code and its amendments thereto.

10. **Seat on the School Board.** Dr. Doll shall have a seat on the Board and its committees and shall have the right to speak on all matters before them, but not to vote.

11. **Representation of Dr. Doll.** Dr. Doll represents that, at all times during the Term of employment, he will have a duly issued and valid certificate (i.e., Letter of Eligibility) to act as District Superintendent in the Commonwealth of Pennsylvania and agrees to provide a copy thereof to the District, upon request. Dr. Doll agrees to promptly notify the District if the foregoing representation is no longer true and correct during any period during the term of employment.

12. **Separation from Employment.** In the event that Dr. Doll seeks to resign or separate his employment with District prior to the expiration of the Term of this Agreement for any reason other than death, illness, disability, or retirement permanently from public service in the Commonwealth of Pennsylvania, Dr. Doll shall give the Board of the District at least ninety (90) days' written notice in advance of the employment severance date. The failure of Dr. Doll to give such required written notice shall cause Dr. Doll to lose any entitlement to any unused vacation days, other payments, benefits, or any other entitlement to be paid upon employment separation whether it be through Board policy or pursuant to the ACP except as otherwise approved in writing by the Board.

13. **Discharge and Termination.** Dr. Doll may be discharged, and this Agreement terminated, even during the Term of this Agreement, under Section 1080 of the Public School Code, 24 P.S. §10-1080. The Board shall not arbitrarily or capriciously call for his dismissal and the Superintendent shall, in any event, have the right to written charges, notice of hearing, all elements of due process, and the right to appeal to a court of competent jurisdiction. The Superintendent shall have the right to be represented by counsel at his sole cost and expense. In the event that the Superintendent was to be discharged from employment, the Agreement shall be terminated with no additional compensation or benefits provided except for any unpaid and accrued payments or benefits in accordance with this Agreement.

14. **Disability.**

a. **Complete or Partial Disability.** In the event that Superintendent is: (1) unable to perform the Superintendent's essential duties of his position under this Agreement, with or without a reasonable accommodation, due to his complete disability; or (2) unable to perform the Superintendent's essential duties of his position under this Agreement, due to his partial disability; or (3) unable to perform the essential duties of his position under this Agreement, with or without a reasonable accommodation, at various time because he is completely disabled and at other various times, because he is partially disabled as provided above, the Board shall have the options provided in this Paragraph. Prior to the Board being able to exercise its options hereunder, the Superintendent's complete disability, partial disability, or combination thereof shall continue for a period exceeding ninety (90) consecutive days during which the Superintendent would otherwise be required to perform services but for any leave, vacation, or similar days (irrespective of how many leave, vacation, or similar days Superintendent has or may actually accumulate or use). Following the Superintendent's

exhaustion of all other leave to which he is entitled, in the event of the Superintendent's continuing complete disability, partial disability, or combination thereof, as provided herein, the Board shall have the option of either terminating the employment of the Superintendent consistent with the provisions set forth in the Public School Code or of reducing Superintendent's salary and duties to a level commensurate with the Superintendent's remaining abilities, if any. In the event that the Superintendent disagrees with the Board's option of terminating the employment of the Superintendent, the Superintendent shall have all of the rights afforded him under Section 1080 of the Public School Code, 24 P.S. §10-1080. In the event that the Superintendent disagrees with the Board's option of the extent of the reduction in salary and duties to a level commensurate with the Superintendent's remaining abilities, the Superintendent shall have the right to demand arbitration for solely this purpose pursuant to and consistent with the rules of the American Arbitration Association and shall be responsible for any filing fees associated with initiating such arbitration. The American Arbitration Association rules pertaining to employment-related matters pursuant to employment agreements shall apply and the venue of any such arbitration proceeding shall take place at the principal offices of the District.

b. **Period of Disability.** The parties agree that, insofar as this Agreement is concerned, the period of disability shall be deemed to have started as of the first day of disability when the Superintendent is unable to perform his essential duties and/or job functions under this Agreement with or without reasonable accommodation due to his disability as defined herein irrespective of when it is finally determined that the disability for purposes hereof exists.

c. **Intermittent Disability.** Any complete disability, partial disability, or combination thereof which should occur for more than ninety (90) consecutive days within any

twelve (12) month period shall be treated, for the purpose of these provisions, as though it was a continuing disability rather than a new disability.

d. **Salary.** This paragraph shall not be construed to require the Board to pay any salary to Superintendent beyond the accumulated sick leave, disability leave days, vacation days, or other leave days of Superintendent, which may be used by Superintendent during any disability, when the Superintendent is unable to perform the essential functions of his position, with or without reasonable accommodation. After such leave days are exhausted, the Board shall not be obligated to make any payment of salary to Superintendent in the case of complete disability as provided for herein. In the case of partial disability, the Board shall have the right to reduce Superintendent's salary, subject to the Superintendent's right to arbitrate set forth herein to a level commensurate with the remaining abilities of Superintendent.

e. **Meaning of Disability.** For the purpose of this paragraph 14, the term "disability" shall be defined as disability is defined by the Americans with Disabilities Act of 1990, as amended ("ADA"). In the event any dispute shall arise as to whether Superintendent is a qualified individual with a disability as defined by the ADA, such question shall be resolved by a three-member board to consist of: (1) physician representative named by each of the parties; and (2) a third physician member to be appointed by the two representatives so named. The majority vote of the three-member board shall be binding upon the parties.

f. **Preservation of Other Legal Rights.** Nothing in this Agreement shall be deemed to constitute a waiver of the Superintendent's rights pursuant to the Americans with Disabilities Act, the Family and Medical Leave Act, the Pennsylvania Human Relations Act, the Pennsylvania Workers' Compensation Act, the Public School Code, or any federal or state law governing disability.

15. **Early Separation by Mutual Agreement.** The Board and Superintendent may mutually agree to sever the Superintendent's employment prior to the expiration of the Term of this Agreement. In such event, the District shall pay the Superintendent the compensation that he has earned or accrued under this Agreement through the date of his separation, including any applicable post-employment and retirement benefits, and any additional compensation mutually agreed upon by the Board and Superintendent, not to exceed any limitations set forth in the Public School Code of 1949, as amended.

16. **Death During Employment.** If the Superintendent shall die during the Term of employment, the Board shall pay to the surviving spouse or if no surviving spouse to the estate of the Superintendent the compensation which otherwise would be payable to the Superintendent up to the end of the month in which the Superintendent's death occurs and any accrued and unpaid expenses or benefits, to the extent permitted pursuant to Pennsylvania Probate Law. Thereafter, the Board shall have no further responsibilities hereunder, and this Agreement shall terminate automatically. The provisions hereof shall not be deemed to affect any other benefits, which may be available to the Superintendent, his spouse and heirs, including, but not limited to, those available under applicable retirement programs, health insurance, workers' compensation, or otherwise, to the extent permissible under Pennsylvania Probate Law.

17. **Board/Superintendent Relationships and Referrals to Superintendent.** No later than February 1, 2020, the Board and the Superintendent shall meet to discuss and agree on the process and procedures for how they will work together and communicate. Annually thereafter, the Board and the Superintendent shall meet to review and agree on the process and procedures for how they will continue to work together and communicate. The Board, collectively or individually, shall use its best efforts to promptly refer to the Superintendent all

criticisms, complaints, and suggestions called to their attention relative to the Superintendent or the District for the Superintendent's study and recommendation. This provision shall not be deemed to provide for the referral of matters to the Superintendent where the Board deems it inappropriate to do so. Failure to comply with this provision will not be a basis for finding a violation of this Agreement.

18. **Provisions in Accordance with School Code.** This Agreement shall not be in violation of any provisions of the School Code and shall be construed as containing and be read in conformity with all provisions of the School Code as it relates to the relationship between a "District" and its "Superintendent."

19. **Compliance with Agreement.** Dr. Doll and the District and Board shall be required to comply with all aspects of this Agreement, any exception thereto being agreed to only by mutual written consent of the Board and Dr. Doll.

20. **Entire Agreement.** This Agreement contains the entire agreement between the parties and may not be changed, amended, modified, or superseded, except by written instrument executed by the parties hereto. This Agreement supersedes any and all other agreements between the parties hereto with respect to the subject matter hereof.

21. **Execution and Counterparts.** This Agreement may be executed in two or more counterparts, each of which, when executed by the parties, shall be considered to constitute one instrument.

22. **Possible Illegalities.** If any one provision of this Agreement shall be declared void or invalid by a court of competent jurisdiction, such void or invalid provisions shall not in any way impair the whole Agreement; the remaining provisions shall be construed as if not

containing the provisions or provision held to be void or invalid, and the rights and/or obligations of the parties shall be construed and enforced accordingly.

23. **Enforcement of Agreement.** This Agreement shall be construed and interpreted in accordance with the laws of the Commonwealth of Pennsylvania and any headings contained in this Agreement are for reference only and shall not in any way affect the meaning or interpretation of this Agreement. Each and every provision of this Agreement has been mutually negotiated, prepared, and drafted and in connection with the construction of any provision hereof, no consideration shall be given to the issue of which party actually prepared, drafted, or negotiated any provision of this Agreement or its deletion.

24. **Duty to Defend.** The District shall defend Dr. Doll and his heirs against any civil actions, claims, suits, and/or other legal proceedings brought against Dr. Doll, in his individual capacity or in his official agent and employee capacity of the District, specifically as the result of Dr. Doll's actions within the scope of his duties as Superintendent of the District, as well as the result of any directive issued by the Board of the District. The District agrees to indemnify and hold harmless Dr. Doll and his heirs and to pay any civil judgments or awards entered against Dr. Doll or his heirs as the result of Dr. Doll's actions within the scope of his duties as Superintendent of the District, as well as the result of any directive issued by the Board of the District. The District will not be obligated to defend Dr. Doll in any discharge, removal proceedings, or other proceedings in which the District is an adverse party. This section shall survive the term of this Agreement.

25. **Reappointment.** The District shall notify the Superintendent in writing by certified mail, no later than ninety (90) days prior to the expiration of this Agreement of the Board's intent not to reappoint him. Should the Superintendent not be so notified, the

Superintendent shall be reappointed at the next regular Board meeting following the ninety (90) days' notification requirement for a term of one year, and the terms and conditions of this Agreement shall be incorporated into a successor Agreement unless mutually agreed otherwise by the Board and the Superintendent.

[Signatures on following page]

IN WITNESS WHEREOF, intending to be legally bound, the parties have hereunto set their hands and seals the day and year first above written.

BOARD OF SCHOOL DIRECTORS OF THE
DALLASTOWN AREA SCHOOL DISTRICT

Attest: _____
Lisa M. Kirby
Board Secretary

By: _____
Ronald J. Blevins
Board President

Witness: _____

Dr. Joshua A. Doll

EXHIBIT “A”

**Superintendent
Objective Performance Standards**

JANUARY 1, 2020 - JUNE 30, 2020

The Dallastown Area School District Superintendent Objective Performance Standards are developed to strengthen the Superintendent’s relationship with key District stakeholders. Additionally, they are designed to enhance expectations, systems, operations, and efficiencies.

- Establish a professional working relationship with the DASD Board of Directors and DASD Leadership Team.
- Collaborate with school district stakeholders to develop and seek approval of:
 - DASD Comprehensive Plan
 - 2020-2021 Budget
 - DAEA Collective Bargaining Agreement
 - Act 93 Agreement
 - DASD Board of Directors 2020-2021 Goals & Timeline
- Project enrollment growth and develop a five-year strategy.
- Develop and recommend a long-term facilities master plan.

EXHIBIT “B”

DALLASTOWN AREA SCHOOL DISTRICT

TITLE: Superintendent **DATE:** January, 2002
REPORTS TO: Board of Directors **APPROVED BY:** Board of Directors
JOB SUMMARY: Responsible for the overall operation of the school district. Provide leadership in developing and implementing the best possible education system in accordance with School Board policy.

PRIMARY DUTIES AND RESPONSIBILITIES:

1. Serve as chief school administrator and professional advisor on all school matters and implement policy and guidelines.
2. Administer the development and maintenance of a positive educational program designed to meet the needs of the community and to carry out the policies of the School Board.
3. Prepare and submit to the School Board recommendations relative to all matters requiring School Board action. Place before the Board appropriate facts, information, and reports as needed to ensure informed decision-making.
4. Inform and advise the School Board about the programs, practices, and problems of the schools and keep the Board informed of the activities operating under the Board's authority.
5. Lead the administration team and carry out all administrative functions of the school district.
6. Direct and manage a sound financial school district operation, present the annual budget for consideration, and recommend educational purchasing.
7. Oversee curriculum and staff development, educational program, facilities, etc.
8. Oversee implementation of all school district programs.
9. Provide continual improvement and progress in the school district based on a body of proven research.
10. Provide a line of communication for all employees.
11. Represent the school district before the public and maintain appropriate public relations with the community in order to keep the public informed about school district educational practices, policies, activities, needs, and successes.
12. Represent the school district in its dealing with other school systems, institutions, agencies, and community organization.
13. Perform other duties as assigned by the Board of Directors.

QUALIFICATIONS: Proper Pennsylvania administrative certification and

letter of eligibility is necessary. Over ten (10) years' experience in multiple areas of public education necessary, including elementary or secondary school instruction and administrative/supervision. Post Master's work is necessary. Doctorate preferred. Excellent leadership and communication skills are necessary. Ability to directly supervise approximately 10 employees as well as indirectly supervise the entire district staff. Position requires sitting, standing, walking or moving throughout the district, often for extended periods of the workday. Must be able to hear (40 decibel loss maximum), verbally communicate and see with near acuity of 20 inches or less and far acuity of 20 feet or more with depth perception, accommodation and field of vision. Perform a variety of duties, able to make judgements and work under high level of stress. Subject to inside environmental conditions.

TERM OF EMPLOYMENT: As per contract (3-5 years)