

**BELLWOOD-ANTIS SCHOOL DISTRICT  
CONTRACT FOR EMPLOYMENT OF DISTRICT SUPERINTENDENT**

**THIS CONTRACT** is made and entered this 15<sup>th</sup> day of January, 2019 by and between the Board of School Directors of the BELLWOOD-ANTIS School District, a municipal corporation and political subdivision of the Commonwealth of Pennsylvania with offices located in Pennsylvania (hereinafter sometimes referred to as "District" or "Board" or "Board of School Directors") and Dr. Thomas R. McInroy, an individual, (hereinafter sometimes referred to as "District Superintendent" or Dr. McInroy).

**WHEREAS**, the Board of School Directors of the District at a regular meeting duly and properly called on the 15<sup>th</sup> day of January, 2019 did re-appoint and elect Dr. McInroy to the office of District Superintendent for the BELLWOOD-ANTIS School District in accordance with the provisions of Sections 508, 1071 and 1073 of the Commonwealth of Pennsylvania's Public School Code of 1949 (hereinafter "Public School Code"); and

**WHEREAS**, the parties have agreed upon certain terms and conditions of employment in accordance with the Public School Code and desire to reduce said terms and conditions to writing;

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

**1. Term.**

The Board, in consideration of the promises herein contained, has employed Dr. McInroy and Dr. McInroy hereby accepts said employment as District Superintendent of the BELLWOOD-ANTIS School District for a term of approximately four years commencing on July 1, 2019 and ending on June 30, 2023 ("Term").

This Contract shall terminate immediately upon the expiration of the aforesaid Term unless the Contract is sooner modified or terminated in accordance with this Contract or allowed to renew automatically in accordance with Section 1073(b) of the Public School Code or this Contract.

**2. Authority of District and District Superintendent.**

The District, on its own behalf and on behalf of the electors of the District, and District Superintendent hereby retain and reserve all power, rights, authority, duties and responsibilities conferred upon and invested in it and in him, respectively, by the laws and the Constitution of the Commonwealth of Pennsylvania save for any power, rights, authority, duties and responsibilities limited by the express terms of this Contract.

### **3. Professional Qualifications.**

The District Superintendent represents that he possesses all of the qualifications that are required by law to serve as District Superintendent of Schools in the Commonwealth of Pennsylvania and that he will maintain the same throughout the term of this Contract. District Superintendent further agrees to subscribe to and take the oath of office before entering upon his duties, in accordance with Section 1004 of the Public School Code.

### **4. Duties and Responsibilities.**

- A. During the term of this Contract the District Superintendent agrees to serve as Chief Administrator and Executive Officer of the District, and to perform to the best of his ability the duties of the District Superintendent in a competent and professional manner in accordance with the laws of the Commonwealth of Pennsylvania, the District job description for the position of District Superintendent (attached and incorporated into this Contract as Appendix A), the policies of the District and the provisions of this Contract.
- B. The District Superintendent shall have a seat on the Board of School Directors and the right to speak on all issues before the Board but shall not have the right to vote. The District Superintendent and/or his designee shall have the right to attend all regular and special meetings of the Board and all committee meetings thereof, excepting those relating to the District Superintendent's own employment, and shall serve as advisor to the Board and its committees in all matters affecting the District. The Board and its members individually shall promptly refer all criticisms, complaints and suggestions called to its attention to the District Superintendent for study, disposition, or recommendation as is appropriate.
- C. The District Superintendent shall be responsible for the total day-to-day administration of the District subject to officially adopted policies of the Board. All official contacts between Board Members and the staff of the District shall be through the District Superintendent exclusively. Nothing in this section shall preclude the right of Board Members to exercise their responsibilities as individual Board members in the areas of monitoring District operations, conducting oversight activities, or visiting schools, as set forth in Board policy or directed by the Board.
- D. The District Superintendent agrees to devote his time, attention, energies, skills and labor to his employment as District Superintendent during the Term of this Contract provided, however, that he may undertake with Board approval, and be compensated for, outside work, including consultative work, speaking engagements, writing, lecturing, adjunct teaching, or other professional services which do not interfere with the District Superintendent's obligations pursuant to this Contract.

- E. The duties of the District Superintendent require his participation in professional associations and presence at numerous meetings, conventions, and conferences in order to maintain awareness of current issues, programs and information. The District Superintendent's attendance at seminars, workshops, in-service programs, school activities, and graduate education programs is necessary to maintain the knowledge and skills required of his position.

**5. Salary.**

In recognition of the complexity of the position of District Superintendent and the Board's desire to compensate its District Superintendent fairly, the Board of School Directors and the District Superintendent agree to the following:

- A. Effective on the first day of the Term of this Contract (July 1, 2019), the annual base salary of the District Superintendent shall be the amount of One Hundred Thirty One Thousand Six Hundred Eighty Six Dollars (\$131,686.00).
- B. Effective July 1, 2019 and on July 1<sup>st</sup> of each subsequent year of this Contract, the District Superintendent shall receive the same increase as provided in the Act 93 agreement for tenured administrators. Each increase shall be added to and become part of the District Superintendent's annual base salary. The salary increases shall be applied unless the District Superintendent's performance is rated as "unsatisfactory" on his annual performance assessment for the prior school year, in accordance with the provisions of this Contract.
- C. The established annual salary shall be paid in equal installments in accordance with the policy or agreement governing other twelve (12) month administrators in the District, unless otherwise agreed to in writing by the Board and District Superintendent.
- D. The Board hereby retains the right to increase the salary of the District Superintendent at any time during the Term of this Contract. However, the Board shall not decrease the District Superintendent's salary at any time during the term of this Contract, or through any amendment or extension of this Contract, unless agreed to in writing by the District Superintendent.
- E. The District in so annually adjusting the District Superintendent's salary shall not be considered to have entered into a new contract with the District Superintendent or to have extended the termination date of this Contract.

**6. Benefits.**

In addition to the annual salary set forth herein, the District Superintendent shall receive and the District shall provide and pay for the following benefits:

## **(1) VACATION LEAVE AND HOLIDAYS**

The District Superintendent shall receive thirty (30) days of vacation leave with full pay each year of this Contract, which shall be credited in full on July 1, 2019 and on July 1st of each subsequent year of this Contract. The unused portion of such allowance of vacation leave shall accrue from year to year in accordance with the Act 93 Agreement.

On June 30<sup>th</sup> of each year of this Contract, the District shall pay the District Superintendent his then-current per diem rate of pay for up to seven (7) days of unused vacation leave. In addition, the District shall pay the District Superintendent for unused days of vacation leave at the time this Contract is terminated for any reason, whether voluntarily or involuntarily, including but not limited to resignation, termination, death, mutual consent, or non-renewal of this Contract, at which time the School District shall pay the District Superintendent his per diem rate of pay for each day of unused vacation leave. ("Per diem rate of pay" as the term is used throughout this Contract shall equal the District Superintendent's gross annual salary divided by two hundred sixty-one). The Superintendent has the option of taking up to 7 days annually from the unused vacation leave and deposit the amounts into a 403(b) or HSA account within the Federal guidelines.

If at the end of the Contract or at anytime during the term of the Contract, the District Superintendent retires, the District shall pay the District Superintendent his then-current per diem rate of pay for his unused vacation days, which will be placed into an HRA account.

The District shall make such payments to the District Superintendent for unused vacation leave as a non-elective contribution to the District Superintendent's 403(b), or HSA account. This non-elective contribution shall be subject to an amount up to or equal to the limits established by law for such accounts. If the compensation limits established for such accounts are exceeded, the District shall cause to be contributed as a non-elective contribution to one or more tax-deferred accounts in an amount up to and equal to the established limits for such contributions in each subsequent year for a period of not more than five (5) years or until the benefit amount is exhausted.

In addition, the District Superintendent shall receive, with full pay, all holidays available to twelve-month administrative employees covered under the School District's administrator compensation plan adopted pursuant to Section 1164 of the Public School Code (24 P.S. 11-1164) ("Act 93 Plan").

## **(2) SICK LEAVE**

The District Superintendent shall receive twelve (12) days of sick leave with full pay each additional year of this Contract, which shall be credited in full on July 1, 2019 and on July 1st of each subsequent year of this Contract. The unused portion of sick leave shall accrue from year to year without limit. Upon the District Superintendent's retirement, the District shall pay the District Superintendent for unused days of sick leave at the rate of seventy-five dollars (\$75) per day for each day of unused sick leave.

The District shall make such payment to the District Superintendent for unused sick leave as a non-elective contribution to the District Superintendent's 403(b), HSA, or HRA account. This non-elective contribution shall be subject to an amount up to or equal to the limits established by law for such accounts. If the compensation limits established for such accounts are exceeded, the District shall cause to be contributed as a non-elective contribution to one or more tax-deferred accounts in an amount up to and equal to the established limits for such contributions in each subsequent year for a period of not more than five (5) years or until the benefit amount is exhausted.

The District Superintendent may use his days of sick leave to care for the care for members of his "immediate family" as that term is defined in the "Bereavement Leave" subparagraph of this Contract in accordance with the Act 93 agreement. Sick days used for members of his "immediate family" will be deducted from his allocated sick leave in the same manner as those used for his own illness.

## **(3) PERSONAL LEAVE**

The District Superintendent shall receive three (3) days of personal leave with full pay each year of this Contract on July 1, 2019 and on July 1<sup>st</sup> of each subsequent year of this Contract. In addition, the unused portion of such allowance of personal leave shall accrue from year to year; provided that the total number of personal days that may accrue shall not exceed five (5) days. Any personal leave accumulated on June 30<sup>th</sup> of each year of this Contract in excess of five (5) days shall be purchased at seventy-five dollars (\$75) per the Act 93 Agreement. Superintendent has the option to deposit all reimbursement relating to the above payments into his HSA account during the month of July in accordance with Federal Regulations. In addition, when this Contract is terminated for any reason, whether voluntarily or involuntarily, all unused days of personal leave shall be converted to days of sick leave.

**(4) BEREAVEMENT LEAVE**

The District Superintendent shall be entitled to up to three (3) days of bereavement leave, with full pay, because of a death in the District Superintendent's immediate family. "Immediate family" is defined as father, mother, brother, sister, spouse, son, daughter, parent-in-law, stepparent, grandparent, grandchild, someone residing in the same household or any person with whom the District Superintendent lives. District Superintendent shall be entitled to one (1) day of bereavement leave, with full pay, because of a death of a near relative or friend. "Near relative" is defined as aunt, uncle, niece, nephew, first cousin, son-in-law, daughter-in-law, brother-in-law, or sister-in-law. The District Superintendent may use additional days of sick leave for bereavement, in his sole discretion.

**(5) JURY DUTY AND COURT APPEARANCES**

The District Superintendent shall be permitted to attend, without loss of pay or benefits, jury duty, court and other judicial and administrative appearances for any proceeding in which he is subpoenaed to appear.

**(6) HEALTH-RELATED INSURANCE BENEFITS**

The District shall provide the District Superintendent, his spouse and eligible dependents coverage in the District's medical insurance benefits program as follows:

- (a) The District shall provide District Superintendent with medical insurance benefits for himself, his spouse and eligible dependents, including but not limited to, prescription, vision, and dental coverages, at the same coverage levels currently provided under the School District's administrator compensation plan adopted pursuant to Section 1164 of the Public School Code (24 P.S. 11-1164). This level of coverage shall remain the same during the term of this Agreement. The District will fund 50% of the Superintendent's HSA. In addition, the Superintendent shall be entitled to deposit the per diem value of up to seven (7) vacation days a year into the HSA account. In addition, the District agrees to provide the Superintendent the option to deduct from his payroll amounts to be placed into his HSA account. This deduction will follow all Federal Guidelines.

**(7) LIFE INSURANCE**

The District shall obtain and pay the full cost of the premiums for the purchase of a term life insurance policy in an amount equal to two (2) times the District Superintendent's annual salary. The District Superintendent shall have the sole right to determine the beneficiary of such policy.

**(8) LIABILITY INSURANCE**

The District shall pay the full cost of and provide the District Superintendent with Comprehensive Catastrophic Liability Insurance and Errors and Omissions Liability Insurance in an amount no less than the District coverage for Board members in existence during the Term of this Contract.

**(9) PROFESSIONAL DEVELOPMENT AND CONTINUING EDUCATION**

The District shall pay the full enrollment cost and/or tuition and fees for all professional development courses and continuing education courses taken by District Superintendent during this Contract; provided that such courses are approved in advance by the Board and subject to repayment by District Superintendent for any course in which the District Superintendent fails to successfully complete.

**(10) TRAVEL ALLOWANCE**

The District shall provide a travel allowance of One Hundred and Fifty (\$150.00) Dollars a month to the District Superintendent in the form of a contribution to an HSA account. If the compensation limits established for such accounts are exceeded, the District shall contribute the amount to a 403 (b) account. All contributions shall be in accordance with all Federal guidelines.

**(11) PROFESSIONAL AND COMMUNITY ASSOCIATIONS**

The District shall pay the full cost of the District Superintendent's annual membership and participation in at least three professional associations, which professional association memberships shall include the American Association of School Administrators (AASA); the Pennsylvania Association of School Administrators (PASA); and the Pennsylvania Association of Rural and Small Schools (PARSS). The District recognizes the obligation to professional growth and development provided by these affiliations and encourages and permits the District Superintendent to participate actively in the leadership of these organizations by holding office and serving on committees. The Board and District Superintendent may mutually agree to change, add to or delete the professional association memberships covered by this paragraph, and any such change shall be in writing and approved by the Board and District Superintendent. In addition, the District shall pay or reimburse the District Superintendent for annual membership in community service organizations, the cost of which shall not exceed eight hundred dollars (\$800.00) annually.

**(12) MEETINGS, CONVENTIONS, AND SEMINARS**

The duties of District Superintendent require his participation and presence at meetings, conventions, and seminars in order that the District

Superintendent can maintain an awareness of current issues, programs, and information. The District Superintendent's attendance at meetings, conventions, seminars, workshops, in-service programs, school activities and graduate education, continuing education, and professional development programs is deemed necessary by the Board in order to maintain knowledge and skills required of the District Superintendent's position. The Board considers such activities and the expenses involved in such activities, including annual attendance at conferences at the national, state (PASA, PSBA or PARSS) or regional levels each year, to be directly related to the District Superintendent's duties and appropriate for reimbursement. However, the District Superintendent will not attend any national conference or other state conferences not so listed without approval from the Board. Reasonable expense reimbursement for such activities shall be provided to the District Superintendent in accordance with District policies and procedures.

**(13) 403(B) ACCOUNT HEALTH CARE**

Each year the District shall fund 50% of the HSA contribution that is not otherwise deposited in Paragraph 6 into an HSA account into a 403(b) account for the Superintendent.

For example: Qualified High Deductible Health Plan is 1500/3000. Superintendent would receive \$1500 into an HSA account other than with a single coverage plan. Furthermore, \$1500 shall be deposited into a 403(b) account.

**(14) CELL PHONE ALLOWANCE**

As long as the District Superintendent uses his personal cell phone rather than a School District issued phone, a Cell Phone allowance equal to the actual monthly cost for the District to supply a cell phone will be placed into a HSA Account. If the compensation limits established for such accounts are exceeded, the District shall to be contribute the remaining funds to a 403 (b) account. All contributions shall be in accordance with all Federal guidelines.

The District Superintendent shall insure that the cell phone and line charge for the District Superintendent's District issued cell phone shall be eliminated from the District's cell phone plan and accompanying bill.

The District Superintendent shall provide his personal cell phone bill monthly to the District.



**(15) RETIREMENT PAYMENT**

In lieu of Longevity and any Retirement Incentive, a payment of Twenty Nine Thousand Two Hundred and Fifty (\$29,250.00) Dollars shall be placed in an HRA account at time of retirement so long as the District Superintendent completes at least three (3) years of service under this Contract.

**(16) OTHER BENEFITS**

The District Superintendent shall be entitled to any and all benefits and incentives provided to any other District employee, including but not limited to all benefits and incentives specified in the District's administrator compensation plan adopted pursuant to Section 1164 of the Public School Code (24 P.S. 11-1164), and all benefits and incentives specified in the Collective Bargaining Agreement covering the professional employees of the District, even though such benefits and incentives are not enumerated in this Contract. Any increase or improvement in benefits and incentives extended to District employees during the term of this Contract will also be extended to District Superintendent and become part of this Contract. This provision shall not apply to any District funded HSA or HRA contributions. Any decrease or reduction in benefits or incentives to District employees that affect this Contract will not reduce the benefits and incentives provided to the District Superintendent during the term of this Contract but may be discussed upon any Contract renewal. Nothing contained herein shall preclude the District from providing additional benefits and incentives to the District Superintendent as may be agreed to by the parties.

**6. Assessment of Performance.**

- A. The Board shall evaluate, in writing, the performance of District Superintendent at least once a year during the term of this Contract, no later than June 30<sup>th</sup> of each year, unless the parties mutually agree in writing on another date for the annual evaluation. The annual performance assessment shall be conducted in an executive session limited to members of the Board of School Directors and the District Superintendent. An evaluation instrument and method mutually agreed upon in writing by the Board and the District Superintendent shall be utilized for the annual performance assessment. Provided, however, that any evaluation instrument and method selected shall require the Board of School Directors to speak in one voice as an entire Board rather than "averaging" the feedback of each member regarding each aspect of the evaluation. In the event the Board consensus determines that the performance of the District Superintendent is unsatisfactory in any respect, it shall describe in writing, in reasonable detail, the specific instances of unsatisfactory performance. A copy of the written evaluation shall be delivered to the District Superintendent by the Board President. The District Superintendent

shall have the right to make a written response to the evaluation. The Board's evaluations and the District Superintendent's response(s) shall be totally private and in no manner become public knowledge either through written or verbal communication, except as otherwise expressly required by state or federal law. Six months after the annual performance assessment as set forth herein, the Board and District Superintendent shall review progress toward the then-existing District goals and objective performance standards. The results of this informal progress review shall be mutually agreed upon by the Board and District Superintendent, shall include any revisions to the District's goals and/or District Superintendent's objective performance standards, and shall be reduced to writing. The District Superintendent's performance shall be deemed satisfactory and the District Superintendent shall not be subject to discipline, discharge or termination on the basis of neglect of duty or incompetency in any year when a formal performance assessment is not completed in accordance with this Contract.

B. The performance assessment shall be used for the following purposes:

1. To strengthen the working relationship between the Board and the District Superintendent and to clarify for the District Superintendent and individual members of the Board of School Directors the responsibilities the Board relies on the District Superintendent to fulfill;

2. To discuss and establish goals and/or objective performance standards for the ensuing year; and

3. To establish the basis for possible increases in the annual salary rate for the District Superintendent.

C. Performance Expectations, Including Objective Performance Standards.

The performance of the District Superintendent shall be assessed in part against the objective performance standards that have been mutually agreed upon by the Board and the District Superintendent on an annual basis. The Board shall post the mutually agreed upon objective performance standards on the District website and shall also annually post the date of the District Superintendent's annual performance assessment and whether or not the District Superintendent met the agreed upon objective performance standards. No other information regarding the District Superintendent's performance assessment shall be posted on the District website or in any other manner disclosed by the District unless expressly required to do so by state or federal law. The Board and District Superintendent hereby mutually agree to the objective performance standards which are attached hereto as Appendix B and incorporated herein by reference, and which shall be reviewed and updated as necessary on or before July 1<sup>st</sup> of each year of this Contract unless another date is mutually agreed upon by the Board and District Superintendent.

## **7. Investigations by the Board.**

In the event that the Board of School Directors directs that any investigation of the District Superintendent's conduct or performance be undertaken, the District Superintendent shall be granted the opportunity to respond, verbally or in writing, to any

documents, findings or conclusions derived from an investigation prior to the investigation being concluded. The Superintendent shall be notified in advance of any such meeting. Any investigations undertaken by the Board shall be completed in private without any public disclosure by the Board or the District Superintendent of the commencement or progress of the same.

**8. Professional Liability.**

The Board shall defend, hold harmless and indemnify the District Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against the District Superintendent in his individual capacity or in his official capacity as agent and employee of the Board, provided the incident arose while District Superintendent was acting, or reasonably believed he was acting, within the scope of his employment. If, in the good faith opinion of the District Superintendent, a conflict exists as regards the defense to such claims between the legal position of the Board and the legal position of the District Superintendent, the District Superintendent may engage separate counsel and the Board shall continue to indemnify the District Superintendent and pay the full costs of the District Superintendent's legal defense. This obligation shall survive the termination of this Contract.

**9. Reappointment.**

The Board shall provide the District Superintendent with periodic opportunities to discuss the District Superintendent-Board relationship and shall inform him at least annually of any inadequacies perceived by the Board. If, at any time, the Board of School Directors decides that it does not desire to renew the contract of the District Superintendent for another term, the Board shall notify the District Superintendent in writing by certified mail, as soon as possible after such decision is made but no later than ninety (90) days prior to the expiration of the Term of this Contract, of the Board of School Directors' intent not to reappoint him. Should the District Superintendent not be so notified at least ninety (90) days prior to the expiration of the Term of this Contract, he shall be reappointed for a term of one year and the terms and conditions of this Contract shall be incorporated into a successor Contract unless mutually agreed otherwise by the Board and the District Superintendent.

**10. Termination.**

This Contract may be terminated prior to the end of the Term of this Contract as follows:

A. The District Superintendent shall be subject to discharge and termination of this Contract for valid and just cause for the reasons specified in Section 1080 of the Public School Code. However, the Board shall not arbitrarily or capriciously call for the District Superintendent's dismissal and the District Superintendent shall in any event have the right to written charges, notice of hearing, fair and impartial hearing, all elements of due process, and the right to appeal to a court of competent jurisdiction. At any such hearing before the Board, the District Superintendent shall have the right to

be present and to be heard, to be represented by counsel, and to present evidence, through witnesses, testimony, and documentation relevant to the issue. A transcript of the record of proceedings before the Board shall be made available without charge to the District Superintendent. The District Superintendent shall have the right to be represented by counsel at his sole cost and expense. Provided, however, if the charges against the District Superintendent are not sustained and/or should the District Superintendent prevail in any hearing for dismissal or appeal, the Board shall reimburse the District Superintendent for all legal fees and expenses incurred by the District Superintendent in the proceedings.

B. This Contract may be unilaterally terminated without penalty by the resignation of the District Superintendent at any time; provided the District Superintendent gives the Board at least ninety (90) days' notice prior to the effective date of the resignation. If this Contract is terminated in this manner, the District shall immediately pay and provide to the District Superintendent all of the aggregate compensation, salary, and benefits including, but not limited to, insurance premiums and coverages and payment for unused leave, the District Superintendent earned, accrued and/or is entitled to in accordance with this Contract through the effective date of his resignation and termination of this Contract plus any applicable post-employment and post-retirement benefits provided for in this Contract.

C. This Contract may be terminated by the mutual consent, in writing, of the District Superintendent and the Board. If this Contract is terminated in this manner, the District shall immediately pay and provide to the District Superintendent all of the aggregate compensation, salary, and benefits, including but not limited to insurance premiums and coverages and payment for unused leave, the District Superintendent earned, accrued and/or is entitled to in accordance with this Contract through the mutually agreed upon effective date of the termination of this Contract plus any applicable post-employment and post-retirement benefits provided for in this Contract and any additional amount mutually agreed upon by the Board and District Superintendent.

D. This Contract shall be terminated upon the death of the District Superintendent, at which time, the District shall pay to the District Superintendent's estate and/or heirs, all of the aggregate compensation, salary, and benefits the District Superintendent earned, accrued and/or is entitled to under this Contract through the end of the month in which the District Superintendent's death occurs. Thereafter the District shall have no further responsibilities hereunder, however, the provisions hereof shall not be deemed to affect any other benefits which may be available to the District Superintendent, including but not limited to those available under the applicable retirement program, health insurance, workers' compensation, or otherwise.

**11. Modification.**

This Contract shall not be amended, changed or modified, except in writing approved of and signed by the District Superintendent and approved of by the Board and signed by a duly authorized officer(s) of the Board.

**12. Savings.**

Should any provision of this Contract be declared illegal or unenforceable by a court of competent jurisdiction, said provision shall be deleted from this Contract to the extent that it violates the law. The remaining provisions shall remain in full force and effect for the duration of the Contract if not affected by the deleted provision. If at any time thereafter such provision shall no longer conflict with the law, then it shall be deemed restored in full force and effect as if it had never been in conflict with the law.

**13. Obligations.**

This Contract shall be binding upon and shall inure to the benefit of District and its duly authorized representatives and successors. This Contract shall be binding upon and shall inure to the benefit of the District Superintendent and, to the extent applicable, his personal representatives and heirs.

**14. Statutory Reference.**

All references to the Public School Code contained herein shall also refer to and incorporate any amendment or recodification of the Public School Code.

**15. Applicable Law.**

This Contract shall be governed and construed in accordance with the laws of the Commonwealth of Pennsylvania.

**[SIGNATURES ON NEXT PAGE]**

**IN WITNESS WHEREOF**, and intending to be legally bound hereby, the parties have caused this Contract to be duly executed the day and year first written above.

**BELLWOOD-ANTIS SCHOOL DISTRICT:**

By: Robert W. Fisher  
President, Board of School Directors

1/15/2019  
Date

ATTEST: Kerubey M. VanLonder  
Secretary, Board of School Directors

1/15/19  
Date

**DR. THOMAS R. MCINROY:**

By: Dr. Thomas R. McInroy  
Dr. Thomas R. McInroy, District Superintendent

1/15/19  
Date

Attachments:

Appendix A – Job Description

Appendix B – Performance Objectives for 2014-2015