

**CHAMBERSBURG AREA SCHOOL DISTRICT
AGREEMENT FOR EMPLOYMENT OF
SENIOR ASSISTANT SUPERINTENDENT**

This Employment Agreement ("Agreement"), entered into on August 19, 2025, is between the CHAMBERSBURG AREA SCHOOL DISTRICT ("District") and Kurt P. Widmann ("Senior Assistant Superintendent").

BACKGROUND. The Board of School Directors ("Board") of the Chambersburg Area School District at a regularly scheduled public meeting, duly and properly held on August 19, 2025, appointed Kurt P. Widmann as the Senior Assistant Superintendent, in accordance with the provisions of Sections 508 and 1076 of the Public School Code of 1949, as amended ("Public School Code"). Further, the Board, at the same regularly scheduled public meeting, approved this Agreement. The District and the Senior Assistant Superintendent, intending to be legally bound, have therefore entered into this Agreement and agree as follows:

1. Term of Employment. The District hereby employs the Senior Assistant Superintendent for a term of four (4) years commencing on July 1, 2026, and shall continue until June 30, 2030. This Agreement shall terminate on June 30, 2030, unless the Agreement is renewed for an additional term pursuant to Section 1077 of the Public School Code. The Senior Assistant Superintendent agrees to accept said employment and for said term, the Senior Assistant Superintendent's work year shall consist of 248 scheduled work days each year.

2. Professional Certification and Duties.

a. During the term of this Agreement, the Senior Assistant Superintendent agrees to serve as the Senior Assistant Superintendent for the District and to perform the duties of Senior Assistant Superintendent in a competent and professional manner in

accordance with the laws and regulations of the Commonwealth of Pennsylvania, the policies of the District, and the policies and regulations of the Board.

b. The Senior Assistant Superintendent will work at the direction of the Board and the District Superintendent. In addition to all other responsibilities, the Senior Assistant Superintendent will attend all regular board meetings and special committee meetings as designated by Board and the Superintendent and serve as an advisor to said committees and/or the Superintendent.

c. The Senior Assistant Superintendent covenants that he possesses all of the qualifications that are required by law to serve as a Senior Assistant Superintendent. The Senior Assistant Superintendent agrees to maintain throughout the term of this Agreement a valid and current commission and/or certification, or other legal credentials as may be required by applicable laws and regulations, and to present the same to the Board. The Senior Assistant Superintendent further agrees to subscribe to and take the proper oath of office before entering upon his duties.

3. Compensation.

a. As compensation for the Senior Assistant Superintendent's services and performance of his obligations under this Agreement, the District shall pay to the Senior Assistant Superintendent an annual salary in the amount of ONE HUNDRED SIXTY-TWO THOUSAND DOLLARS (\$162,000) for the 2026-2027 school year (the "Base Salary").

b. In accordance with this Agreement, the Board, in consultation with the District Superintendent, shall evaluate the performance of the Senior Assistant Superintendent in accordance with Paragraph 9 of this Agreement. Effective July 1,

2027, and effective on July 1 of each year thereafter, the Senior Assistant Superintendent shall be entitled to an increase in his salary calculated as follows:

- i. 2.65% for “satisfactory” evaluation.
- ii. The evaluation shall be related to meeting stated goals, as established by the Board and/or the District Superintendent.
- c. The Senior Assistant Superintendent’s salary shall be payable on the District's customary salary payment dates.

4. Benefits.

a. Unless otherwise specified in this Agreement, the Senior Assistant Superintendent shall be entitled to all benefits provided to Administrators under the District’s Act 93 Compensation Plan in effect on July 1, 2024, and all subsequent agreements, with the following changes:

- i. The Senior Assistant Superintendent waives Tuition Reimbursement.
- ii. The Senior Assistant Superintendent waives additional Compensation for Educational Advancement.
- iii. The Senior Assistant Superintendent waives the annual Unused Vacation Day Buy-Back (but maintains unused vacation day reimbursement at retirement).
- iv. The Senior Assistant Superintendent waives Sick Leave Reimbursement upon retirement or death in service.

b. Vacation. The Senior Assistant Superintendent shall be entitled to twenty-five (25) days of vacation annually with the right to carry over unused vacation days. A maximum of ten (10) vacation days may be carried over into the subsequent school year.

In the event that this Agreement is terminated, the number of vacation days for that school year shall be pro-rated on a monthly basis and paid to the Senior Assistant Superintendent based upon the Senior Assistant Superintendent's per diem salary rate (1/248th) in effect at the time when this Agreement is terminated. If the Senior Assistant Superintendent has any accrued, but unused, vacation days as the result of a death in service or a qualified retirement, as defined in Paragraph 12(b) of this Agreement, up to twenty (20) days may be submitted for reimbursement at the Senior Assistant Superintendent's daily rate of pay. The Senior Assistant Superintendent also will have no obligation to reimburse the District for any used vacation days during or upon termination of this Agreement.

c. Holidays. The Senior Assistant Superintendent shall be entitled to holidays consistent with the holidays established by law, or granted by the Board, as applied to the Act 93 Administrators.

d. Sick Leave. Effective July 1 of each year during the term of this Agreement, the Senior Assistant Superintendent shall receive an amount of sick leave as determined by the provisions set forth in the District's Act 93 Administrators Compensation Plan, which for 2026-2027 is thirteen (13) days.

e. Health, Dental, and Vision Insurance. The Senior Assistant Superintendent shall have the same health, dental, and vision insurance, including a co-pay or premium share, if any, as the Act 93 Administrators employed by the District.

f. Personal Leave Days. Effective July 1 of each year during the term of this Agreement, the Senior Assistant Superintendent shall be entitled to four (4) personal leave days. Unused personal leave days may be accumulated up to a maximum of eight

(8) days. The District shall have no obligation to buy out personal leave days at any point during or after completion of the term of employment set forth in this Agreement.

g. Bereavement Leave. The Senior Assistant Superintendent shall be entitled to four (4) days of bereavement leave for a death in the immediate family (husband, wife, child, step-child, step-parents, brother, sister, grandparents, grandchildren, parent or parent-in-law) whenever no other long-term work break is available. The Senior Assistant Superintendent shall be entitled to two (2) days of bereavement leave for the death of a near relative (first cousin, aunt, uncle, niece, nephew, son-in-law, daughter-in-law, brother-in-law and sister-in-law).

h. Mileage. Effective July 1 of each year during the term of this Agreement, the Senior Assistant Superintendent shall receive an eight thousand (8,000) mile annual mileage allowance, paid at the applicable mileage rate established by the Internal Revenue Service in effect at the time of payment. The allowance is disbursed in bi-weekly equal payments following the District's customary payment dates.

5. Outside Activities. The Senior Assistant Superintendent agrees to devote during the term of this Agreement his full working time, attention, energies, skills and labor to his employment as Senior Assistant Superintendent provided, however, that he may undertake outside extra-curricular activities such as consultative work, speaking engagements, writing, lecturing or other professional duties and obligations, so long as such activities do not interfere or conflict with the performance of the Senior Assistant Superintendent's duties and responsibilities and by obtaining approval, in writing and in advance, from both the Board and the District Superintendent.

6. Professional Involvement. The District encourages the continuing professional involvement of the Senior Assistant Superintendent through his participation, as he might determine in light of his responsibilities as the Senior Assistant Superintendent, in:

a. The operations, programs and other activities conducted or sponsored by local, state and national school administrator associations;

b. Informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of the Senior Assistant Superintendent to perform his professional responsibilities for the District;

c. Participation in social clubs and organizations, such as Rotary and The Greater Chambersburg Chamber of Commerce.

The District shall permit a reasonable amount of release time for the Senior Assistant Superintendent to attend to such matters and pay for the necessary membership and subsistence expenses within the line item provided for such expenses within the District's budget.

7. Expenses. The District shall pay or reimburse the Senior Assistant Superintendent for reasonable expenses approved by the Board and incurred by the Senior Assistant Superintendent in the continuing performance of his duties under this Agreement. The District shall provide the Senior Assistant Superintendent with a cellular phone, laptop computer and/or iPad.

8. Formal Written Assessment of Performance.

a. The Board shall evaluate, in writing, the performance of the Senior Assistant Superintendent twice each year during the term of this Agreement, no later than January 30th and June 30th of each year, unless the parties mutually agree in writing on

another date for the evaluation. The annual performance assessment shall be conducted in an executive session limited to members of the Board of School Directors.

b. An evaluation instrument and method mutually agreed upon in writing by the Board and the Senior Assistant 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 by voting 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 Senior Assistant Superintendent is unsatisfactory in any respect, it shall describe in writing, in reasonable detail, the specific instances of unsatisfactory performance.

c. A copy of the written evaluation shall be delivered to the Senior Assistant Superintendent. The Senior Assistant Superintendent shall have the right to make a written response to the evaluation. The Board’s evaluations and the Senior Assistant Superintendent’s response(s) shall remain confidential and may not be communicated publicly without authorization of the Senior Assistant Superintendent, except as otherwise expressly required by state or federal law.

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

- i. To strengthen the working relationship between the Board and the Senior Assistant Superintendent and to clarify for the Senior Assistant Superintendent and individual members of the Board of School Directors the responsibilities of the Senior Assistant Superintendent to the District and the Board;

- ii. To discuss and establish goals and/or objective performance standards for the following year; and
- iii. To inform the Senior Assistant Superintendent of any deficiencies perceived by the Board.

e. Performance Expectations, Including Objective Performance Standards.

The performance of the Senior Assistant Superintendent shall be assessed in part against the objective performance standards that have been mutually agreed upon by the Board, in consultation with the District Superintendent and the Senior Assistant Superintendent. The Board shall post the mutually agreed upon objective performance standards on the District website and shall also annually post the date of the Senior Assistant Superintendent's annual performance assessment and whether or not the Senior Assistant Superintendent met the agreed upon objective performance standards. No other information regarding the Senior Assistant Superintendent's performance assessment shall be posted on the District website or in any other manner disclosed by the District unless expressly required by state or federal law. The Board, District Superintendent, and the Senior Assistant Superintendent hereby mutually agree to develop Objective Performance Standards, which shall be incorporated into this Agreement by reference, and attached as Appendix A. The Objective Performance Standards shall be reviewed and updated as necessary on or before August 31st of each year of this Agreement unless another date is mutually agreed upon by all parties.

9. Professional Liability.

- a. The Board shall defend, hold harmless, and indemnify the Senior Assistant Superintendent from any and all demands, claims, suits, actions and legal proceedings

brought against the Senior Assistant Superintendent in his individual capacity, or in his official capacity as agent and employee of the School District, provided the incident arose while the Senior Assistant Superintendent reasonably believed he was acting within the scope of his employment, and provided that the Senior Assistant Superintendent has not committed an unauthorized, criminal, willful, or intentional act causing such incident.

b. If, after first consulting with the Board, and/or its counsel, the Senior Assistant Superintendent is able to demonstrate that a reasonable basis of conflict exists regarding the defense of a qualified claim, as above provided, between the legal position of the Senior Assistant Superintendent and the legal position of the District, the Senior Assistant Superintendent may engage private counsel upon further written notice to the Board, in which event the Board, shall indemnify the Senior Assistant Superintendent for reasonable costs of such legal counsel.

c. The provisions of this section shall not limit the rights and obligations of the Senior Assistant Superintendent pursuant to the provisions of the Political Subdivision Tort Claims Act.

10. Termination of Agreement. This Agreement may be terminated upon any of the following events:

- a. Mutual agreement of the Senior Assistant Superintendent and the Board.
- b. Retirement of the Senior Assistant Superintendent (i.e. the Senior Assistant Superintendent applies for and accepts effective as of the date of termination of his employment retirement benefits under the Pennsylvania School Employees Retirement System).

c. Disability of the Senior Assistant Superintendent. In the event the Senior Assistant Superintendent is disabled and is unable to perform Senior Assistant Superintendent's duties for a period of three (3) consecutive months, then the District may terminate this Agreement if the District provides written notice to the Senior Assistant Superintendent prior to the Senior Assistant Superintendent's being able to resume performance of his duties.

d. Discharge for Cause. Discharge for cause shall constitute conduct which results in removal of the Senior Assistant Superintendent from office pursuant to the provisions of the Public School Code.

e. Death of the Senior Assistant Superintendent.

11. Waiver of Breach. The waiver by the District of due performance of or compliance with any provisions of this Agreement by the Senior Assistant Superintendent shall not operate or be construed as a waiver of due performance or compliance by the Senior Assistant Superintendent thereafter.

12. Severability. If any provision of this Agreement shall, for any reason, be adjudged by any court of competent jurisdiction to be invalid or unenforceable, such judgment shall not affect, impair or invalidate the remainder of this Agreement.

13. Headings. The headings in this Agreement are for convenience only and shall not be considered as part of this Agreement.

14. Governing Law. This Agreement shall be construed and enforced in accordance with the laws of the Commonwealth of Pennsylvania.

15. Modification. No waiver, change or modification of any of the terms of this Agreement shall be binding unless in writing and signed by both parties to this Agreement.

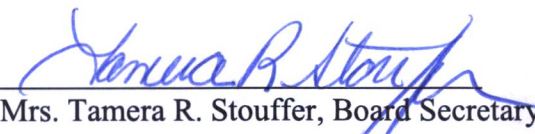
IN WITNESS WHEREOF, the School District and the Senior Assistant Superintendent
have signed this Agreement this 19th day of August, 2025.

CHAMBERSBURG AREA SCHOOL DISTRICT

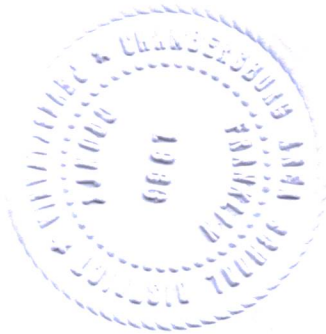
By: 

Mr. Ed Norcross, President of the
Board of School Directors

ATTEST:


Mrs. Tamera R. Stouffer, Board Secretary


Mr. Kurt P. Widmann, Assistant
Superintendent



Appendix A

CHAMBERSBURG AREA SCHOOL DISTRICT

ANNUAL OBJECTIVE PERFORMANCE STANDARDS

