

**DISTRICT SUPERINTENDENT EMPLOYMENT AGREEMENT
BETWEEN
BOARD OF SCHOOL DIRECTORS
OF THE CENTRAL BUCKS SCHOOL DISTRICT
AND
JOANNA WEXLER, Ph.D.**

THIS AGREEMENT, made and entered into this 14th day of April, 2026 , is made by and between the BOARD OF SCHOOL DIRECTORS OF THE CENTRAL BUCKS SCHOOL DISTRICT ("Board" or "District") and JOANNA WEXLER, Ph. D. ("Dr. Wexler" or "District Superintendent"). The District and Dr. Wexler shall be collectively referred to as "the Parties."

WHEREAS, the Central Bucks School District is a school district of the Commonwealth of Pennsylvania with its principal office located at 20 Welden Drive, Doylestown, Pennsylvania 18901; and

WHEREAS, the Board desires to appoint and employ Dr. Wexler as the District Superintendent; and

WHEREAS, Dr. Wexler desires to accept said employment and appointment; and

WHEREAS, at its special meeting held on April 14, 2026, the Board voted to hire Dr. Wexler as District Superintendent for a five-year term beginning on July 1, 2026 and ending on June 30, 2031, and enter into this employment Agreement ("Agreement") with Dr. Wexler, in accordance with the Pennsylvania Public School Code of 1949, as amended ("School Code"); and

NOW, THEREFORE, in consideration of the mutual covenants and promises herein contained and INTENDING TO BE LEGALLY BOUND HEREBY, the Parties agree as follows:

- I. **TERM.** The District hereby employs Dr. Wexler and Dr. Wexler hereby accepts employment as District Superintendent for a five (5) year period beginning on July 1, 2026 and ending on June 30, 2031 ("Term").

This Agreement shall terminate immediately upon the expiration of the Term unless this Agreement is sooner modified or terminated in accordance with the terms hereof or allowed to renew automatically pursuant to Section 1077(b) of the School Code.

- II. **PROFESSIONAL QUALIFICATIONS.** Dr. Wexler possesses all of the qualifications that are required by law to serve as the District Superintendent in the Commonwealth of Pennsylvania and she will maintain the same throughout the Term of this Agreement. Dr. Wexler agrees to subscribe to and take the oath of office before beginning her duties in accordance with Section 1004 of the School Code.

III. DUTIES.

- A. The District and Dr. Wexler recognize and agree that the District Superintendent shall have charge of the administration of the District's schools under the direction of the Board. She shall: be the chief executive officer of the District; direct and assign professional employees and other employees of the District under her supervision; organize, reorganize and arrange the administrative and supervisor staff, including instruction and business affairs, as best serves the District, select or recommend for selection all personnel, subject to the approval of the Board; suggest policies, regulations, rules and procedures deemed necessary for the well-ordered operation of the District; and in general, perform to the best of her abilities, all duties incident to the office of the District Superintendent and such other duties that the Board may require in accordance with the law.
- B. Dr. Wexler agrees to perform the duties of the District Superintendent to the best of her abilities in a competent and professional manner in accordance with the laws of the Commonwealth of Pennsylvania, the District's Job Description for the position of District Superintendent, the provisions of this Agreement, as well as additional duties as assigned by the Board in accordance with law. All duties assigned to the District Superintendent by the Board shall be appropriate to and consistent with the professional role and responsibilities of the District Superintendent.
- C. Dr. Wexler 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 her 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 Dr. Wexler'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 Dr. Wexler for study, disposition, or recommendation as appropriate.
- D. The duties of the District Superintendent require her 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 her position. The District considers the expenses involved in such activities to be directly related to the District Superintendent's duties and appropriate for payment or reimbursement in accordance with this Agreement.

IV. **OUTSIDE ACTIVITIES.** Dr. Wexler shall devote her entire working time, skill, labor, attention and energy to said employment during the Term of this Agreement, provided, however, that Dr. Wexler may undertake and may be compensated for consultative work, speaking engagements, writing, lecturing, adjunct teaching, and other professional duties and obligations which do not interfere with the performance of her duties as District Superintendent. In such cases, compensation paid to Dr. Wexler in connection with these activities shall be retained by Dr. Wexler. In the event that Dr. Wexler is engaged in such outside activities during the normal school workday, Dr. Wexler agrees to use her personal or vacation leave for such activities. Dr. Wexler shall notify the Board of any outside activities prior to their commencement. In the event the Board reasonably determines that such activities are interfering with the performance of her duties as District Superintendent, Dr. Wexler will cease such activities upon the directive from the Board as soon as she is practically and reasonably able to discontinue such activities. If any such activities require Dr. Wexler to be absent from the District for more than three (3) full working days, Dr. Wexler shall report this to the Board in advance and obtain prior Board approval. Each day of any absence related to any outside activities shall be deducted as a vacation day or personal day as selected by Dr. Wexler.

V. **COMPENSATION.** For all services rendered by Dr. Wexler under this Agreement, the District shall compensate Dr. Wexler at an annual salary as follows:

A. Effective on the first day of the Term of this Agreement (July 1, 2026), the annual salary of Dr. Wexler shall be Two Hundred Fifty-Five Thousand Dollars (\$255,000).

B. For the school year beginning July 1, 2026 and each July 1 thereafter for the Term of this Agreement, Dr. Wexler's compensation shall be increased as follows:

1. If Dr. Wexler receives an overall performance rating of "exceeds expectations" or an equivalent rating for the prior school year in accordance with this Agreement, her then-current annual salary shall be increased by three percent (3%).

2. If Dr. Wexler receives an overall performance rating of "meets expectations" or an equivalent rating for the prior school year in accordance with this Agreement, her then-current annual salary shall be increased by two percent (2%).

3. If Dr. Wexler receives an overall performance rating of "partially meets expectations," "failed to meet expectations," or an equivalent rating for the prior school year in accordance with this Agreement, her salary will remain unchanged from the previous year.

C. The Board of Directors retain the right, in its sole and unfettered discretion, to provide additional increases to the District Superintendent's salary throughout

the life of this Agreement.

- D. The Board shall not decrease Dr. Wexler's salary at any time during the Term of this Agreement unless agreed to in writing by Dr. Wexler. Dr. Wexler's compensation shall be based upon two hundred sixty (260) days worked each School Year (July 1 to June 30).

VI. **EMPLOYMENT BENEFITS.** In addition to salary, Dr. Wexler shall receive the following employment benefits.

A. **Sick Leave.**

1. Effective on the first day of the Term of this Agreement (July 1, 2026), Dr. Wexler shall be credited with thirty (30) days of sick leave that she accrued in her prior employment. In addition, Dr. Wexler shall receive fifteen (15) sick days for each year of this Agreement, which shall be credited in full on July 1, 2026 and on July 1 of each subsequent year of this Agreement. Unused sick leave shall accumulate from year to year without limit.
2. Dr. Wexler may use all or any part of such accumulated sick leave in any one or more School Years. Dr. Wexler may use her days of sick leave to care for members of her "immediate family" as that term is defined in the "Bereavement Leave" section of the District's Administrator Compensation Plan ("Act 93 Agreement"). Sick days used for members of her "immediate family" will be deducted from her allocated sick leave in the same manner as those used for her own illness.
3. Upon Dr. Wexler's retirement into the Pennsylvania Public School Employees Retirement System ("PSERS"), the District shall pay Dr. Wexler for unused days of sick leave as set forth in the District's Act 93 Agreement. For purposes of this Agreement Dr. Wexler's retirement into PSERS shall include any of the following: normal retirement (also known as superannuation or full retirement); early retirement (including Special early retirement); disability retirement; or vesting and deferring retirement benefits in PSERS.

- B. **Emergency Leave.** Dr. Wexler shall be entitled to two (2) full days of emergency leave (without loss of pay) during a School Year. The emergency days are not cumulative. Emergency is defined as an event which is uncontrolled by Dr. Wexler and which requires her immediate attention.

C. **Personal Leave.**

1. Dr. Wexler shall receive three (3) full days of personal leave (without loss of pay or accumulated sick leave) during each School Year of the Agreement, which shall be credited in full on July 1, 2026 and on July 1 of

each subsequent year of this Agreement.

2. Personal leave may be accumulated, but shall be limited to the maximum of five (5) days use in a School Year.
3. At termination, except for termination for cause under Section 1080 of the School Code, unused personal leave shall be converted to Dr. Wexler's sick leave.

D. Bereavement Leave.

1. Dr. Wexler shall receive bereavement days in accordance with the Administrator Compensation Plan ("Act 93 Agreement") then in effect. Dr. Wexler may use additional days of sick leave for bereavement with Board approval.
2. The Board may extend a period of absence for bereavement with pay at their discretion.

E. Health Coverage. The District shall provide to Dr. Wexler, her spouse, and eligible dependents medical insurance coverage and benefits, including, but not limited to hospitalization, physician coverage, major medical, prescription, vision, and dental coverages and contributions to a Health Savings Account or Health Retirement Account, if applicable, under the same terms and conditions as such medical insurance coverage and benefits and payments are provided to District administrators under the then-current Administrator Compensation Plan ("Act 93 Agreement").

1. Dr. Wexler shall pay the same premium share for her health insurance coverage as required by the then-current Act 93 Agreement.
2. Upon her retirement into PSERS, the District shall continue to provide Dr. Wexler, her spouse, and eligible dependents with medical insurance coverage and benefits, including, but not limited to hospitalization, physician coverage, major medical, prescription, vision, and dental coverages until she reaches the age of Medicare eligibility regardless of her age or years of service at the point of her retirement. Such medical insurance coverage and benefits shall be the same as those provided by the District to its then-current active administrators. The obligations of this provision shall survive the termination of this Agreement. For purposes of this Agreement, Dr. Wexler's retirement into PSERS shall include any of the following: normal retirement (also known as superannuation or full retirement); early retirement (including Special early retirement); disability retirement; or vesting and deferring retirement benefits in PSERS.

F. Life Insurance.

1. The District shall obtain and pay the full cost of the premiums for the purchase of a term life insurance policy for Dr. Wexler with a benefit amount equal to two times (2x) her annual salary. Dr. Wexler shall have the sole right to determine the beneficiary of such policy.
2. Upon Dr. Wexler's retirement from the School District into the Pennsylvania Public School Employees' Retirement System ("PSERS"), the School District shall continue to provide Dr. Wexler with group life insurance in an amount equal to two times (2x) her final annual salary until she reaches the age of in which she becomes eligible for Medicare provided that the District's insurance carrier permits Dr. Wexler to remain in the insurance plan. If Dr. Wexler is able to stay in the plan, Dr. Wexler agrees to pay the full cost of the premiums. This obligation shall survive the termination of this Agreement, unless the termination occurs under any of the just causes set forth in Section 1080 of the Public School Code. The terms of this Paragraph take effect only after Dr. Wexler has served as Superintendent for the District for a minimum of five (5) years.

G. Tax Sheltered Annuity Plan. On or before June 30th of each year of this Contract, the District shall make a nonelective employer contribution in an amount equal to five percent (5%) of Dr. Wexler's then current salary to a tax sheltered annuity plan. The parties agree that such contributions are not compensation for purposes of PSERS retirement and, therefore, neither an employee or an employer contribution is due on the payments, nor are the payments includable in calculating PSERS benefits.

H. Holidays. Dr. Wexler shall receive, with full pay, all holidays available to twelve-month administrative employees covered under the then-current Act 93 Agreement.

I. Expenses. District shall pay or reimburse Dr. Wexler for reasonable expenses approved by the Board and incurred by Dr. Wexler in the continuing performance of her duties under this Agreement, and in accordance with District policy. All such expenses shall be pre-approved by the Board.

J. Reimbursement for Travel Expenses. The District shall reimburse Dr. Wexler for mileage associated with the use of her private vehicle in the performance of her duties under this Agreement when traveling on behalf of the District (except travel that is a commute from the District Superintendent's home to any District facility or between District facilities), which reimbursement shall be at the most current Internal Revenue Service approved per mile rate.

K. Technology. Dr. Wexler shall be issued a laptop and cell phone for use in the performance of her duties, and the District shall pay the expenses for cell phone

service and related data plans. Due to the nature of the District Superintendent's responsibilities and schedule with the District, it will not be a violation of any District Policy or this Agreement for Dr. Wexler to reasonably use, for personal use, District issued equipment, technology and electronic resources, such as computers, email, phones, internet service, and the like.

L. Membership Fees.

1. District shall pay the full cost of Dr. Wexler's membership fees and participation in the three professional associations as selected by the Dr. Wexler and any additional associations as mutually agreed on by Dr. Wexler and the Board.
2. Recognizing the importance of a strong working relationship between the schools and the community, the District retains the right, in its sole discretion, to pay dues, membership fees and related expenses for the Dr. Wexler's memberships in service and civic associations and additional professional associations as may be approved by the Board in the District's annual budget.

M. Professional Development. Dr. Wexler shall be entitled to the full cost of tuition incurred for all graduate level courses in a college or university approved program, as pre-approved by the Board. In addition, the District shall pay the full cost for all additional professional development and continuing education courses taken by Dr. Wexler during the Term of this Agreement.

N. Vacation.

1. Effective on the first day of the Term of this Agreement (July 1, 2026), Dr. Wexler shall receive twenty-five (25) days of vacation leave with full pay each year of this Agreement, which shall be credited in full on July 1, 2026 and on July 1 of each subsequent year of this Agreement.
2. Unused vacation leave shall accrue from year to year, provided that the District Superintendent shall not carry over more than ten (10) unused days of vacation into a subsequent school year.
3. On June 30th of each year of this Agreement, the District shall pay Dr. Wexler the amount afforded to Act 93 members for each day of her unused vacation leave, up to a maximum of ten (10) days of unused vacation leave.
4. The District shall pay Dr. Wexler for her unused days of vacation leave at the time this Agreement is terminated for any reason except for termination with cause pursuant to Section 1080 of the School Code, at which time the District shall pay Dr. Wexler the amount indicated in the then-current Act 93 agreement. The District shall make such payment for

unused vacation leave to Dr. Wexler as a non-elective contribution to Dr. Wexler's 403b account. This non-elective contribution shall be subject to an amount up to or equal to the limit established by law for such accounts. If the compensation limits established for such accounts are exceeded, the District shall contribute the remaining balance of such amount as a non-elective contribution to Dr. Wexler's 403b account in subsequent years until the amount is exhausted, subject to the limitations of the Internal Revenue Code. There is no cash option for such payment for unused vacation leave.

- O. Conferences. The District shall pay the reasonable and necessary costs for Dr. Wexler's attendance at professional conferences in recognition of the need for continuing professional growth, depending upon the availability of funds. Dr. Wexler agrees that attendance at conferences shall not interfere with the proper administration of the District and that her right to attend any particular conference is subject to disapproval by the Board. Dr. Wexler shall provide not less than twenty (20) days advance written notice of her anticipated attendance at any conference to the Board, unless otherwise approved by the Board.
- P. Executive Coach. Dr. Wexler shall be provided with an Executive Coach whose role is to provide insight and advice with regard her duties and role as an educational leader in Pennsylvania and related to topics such as leadership, communication, management practices and problem-solving. The District shall reimburse Dr. Wexler for the costs associated with the services of the Executive Coach, subject to a maximum of \$12,500.00 to be utilized by Dr. Wexler in the first eighteen (18) months of this Agreement. After 18 months, Dr. Wexler shall be responsible for the full cost of any Executive Coach and related services if she elects to continue such services. The communications and discussions between the Superintendent and Executive Coach shall be confidential and not disclosed in any manner unless otherwise agreed to in writing by the Superintendent or as required by law.
- Q. Court Duty. Dr. Wexler shall be granted time, without loss of salary and benefits, to serve as a juror or witness, by subpoena, on condition that money received for such service, if any, shall be given to the District for deposit in the General Fund and provided the proceeding does not involve the District in an adversarial manner, and/or Dr. Wexler is not being tried for an alleged criminal act.
- R. Resignation. In the event the Dr. Wexler should resign, be terminated or die during the Term hereof, the benefits provided under Sick Days, Personal Days, and Vacation Days shall be prorated for the days worked in the final School Year of this Agreement based on a two hundred sixty (260) day work year.
- S. Additional Administrator Benefits. Dr. Wexler shall be entitled to any and all benefits provided to other District administrators as specified for "Tier A" administrators in the District's Act 93 Agreement or through an individual

employment contract, even though such benefits are not enumerated in this Agreement. Any increase or improvement in benefits and incentives extended to District administrators during the Term of this Agreement will also be extended to Dr. Wexler and become part of this Agreement. To the extent there is any duplication, inconsistency or conflict between the benefits in this Agreement and the benefits provided to any other District administrator, Dr. Wexler shall receive the benefit most advantageous to Dr. Wexler. Nothing contained herein shall preclude the District from providing additional benefits to Dr. Wexler as may be agreed to by the Parties.

VII. LEGAL LIABILITY PROTECTION.

- A. The District shall defend, hold harmless and indemnify Dr. Wexler from any and all demands, claims, suits, actions and legal proceedings brought against Dr. Wexler in her individual capacity or her official capacity as agent and employee of the District, provided the incident arose while Dr. Wexler was acting, or reasonably believed she was acting, within the scope of her employment and the defense of the action and indemnification costs are within the authority of the Board to provide under state law. The obligation of the District to defend, hold harmless, and indemnify Dr. Wexler as set forth above shall apply even if the lawsuit in question occurs after Dr. Wexler retires or otherwise leaves the position of District Superintendent, provided the events which gave rise to the lawsuit arose while the Dr. Wexler was acting, or reasonably believed she was acting, within the scope of her employment as District Superintendent, and provided the incident did not arise from the willful or deliberate misconduct of Dr. Wexler. The obligations of this provision shall survive the termination of this Agreement.
- B. The District shall purchase a legal liability insurance policy, which shall define the insureds as including Dr. Wexler. Dr. Wexler's coverage under such policy shall be subject to the terms, conditions, limitations and exclusions of the policy.

VIII. EVALUATION.

- A. The Board shall evaluate, in writing, the performance of Dr. Wexler each School Year during the Term of this Agreement, but no later than June 30th of each year, unless the parties mutually agree in writing on another date for the annual evaluation. The annual performance evaluation shall be conducted in an executive session limited to members of the Board of School Directors and Dr. Wexler using a mutually agreed upon evaluation instrument and method as the basis for said evaluation. The Board and Dr. Wexler hereby agree to use an evaluation instrument that is mutually agreed upon by the Parties. However, any assessment system selected shall require the Board 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 Dr. Wexler is unsatisfactory in any respect, it shall describe in writing and in reasonable detail the specific instances of unsatisfactory performance. A copy of

the written evaluation shall be delivered to Dr. Wexler. Dr. Wexler shall have the right to make a written response to the evaluation. The Board's evaluation and Dr. Wexler's response(s) shall be confidential and in no manner become public knowledge or conversation except otherwise expressly required by state or federal law or as mutually agreed to by the parties. In any year of this Agreement when a performance assessment is not completed for Dr. Wexler in accordance with this Agreement, Dr. Wexler's overall performance shall be deemed to be proficient (or comparable rating); she shall be deemed to have met all objective performance standards. However, the failure of the Board to provide any evaluation shall not be considered a breach of this Agreement.

- B. Performance Expectations, Including Objective Performance Standards. The performance of Dr. Wexler shall be assessed in part against the objective performance standards that have been mutually agreed upon by the Board and Dr. Wexler in accordance with the School Code. The Board shall post the mutually agreed upon objective performance standards on the District website and shall also annually post the date of Dr. Wexler's annual performance assessment and whether or not Dr. Wexler met the agreed upon objective performance standards. No other information regarding Dr. Wexler'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, or as mutually agreed upon by the Parties. The Board and Dr. Wexler mutually agree to the objective performance standards which are attached hereto as part of Appendix A and incorporated herein by reference, and which shall be reviewed and updated as necessary on or before August 31st of each School Year of this Agreement unless another date is mutually agreed upon by the Board and Dr. Wexler.
- C. The provisions of this Agreement shall apply to and control the performance evaluation of the District Superintendent and shall supersede and replace, to the extent there is any conflict or inconsistency, any and all District policies and past practices of the Board.

IX. **DUTY OF LOYALTY.** Dr. Wexler agrees that while she is employed by the District, she will at all times act to protect and promote the interests of the District. Dr. Wexler acknowledges that as a public official she may not engage in any conduct which constitutes a conflict of interest. Further, Dr. Wexler will not accept any payment of any kind from any person or entity seeking to do business with the District when such payment is intended to secure favorable treatment from the District. Dr. Wexler will promptly disclose to the Board all information which would be useful to the District in protecting and promoting the District's interest, including information about Dr. Wexler's interest in or relationship to any person or entity whose interests may be adverse to the interests of the District.

X. **RENEWAL OF EMPLOYMENT AGREEMENT.** Pursuant to Section 1077(b) of the School Code, the agenda for a public meeting of the Board of School Directors held at

least ninety (90) days prior to the expiration date of the Term of this Agreement shall include an item requiring the affirmative vote of five (5) or more members of the Board of School Directors of the Board's intent to retain Dr. Wexler for another three (3) to five (5) year term or that another or other candidates will be considered for the office. In the event the Board fails to take such action, Dr. Wexler shall continue in office for a further term of one (1) year and the terms and conditions of this Agreement will be incorporated in a successor employment contract, unless mutually agreed otherwise by the Board and the District Superintendent.

XI. **TERMINATION OF EMPLOYMENT AGREEMENT.** This Agreement may be terminated prior to the end of the Term of this Agreement as follows:

- A. Dr. Wexler shall be subject to discharge and termination of this Agreement for valid and just cause for the reasons specified in Section 1080 of the Public School Code (24 P.S. § 10-1080). However, the Board shall not arbitrarily or capriciously call for Dr. Wexler's dismissal and Dr. Wexler shall have the right to written charges, notice of hearing, fair and impartial hearing, all elements of due process, the right to appeal to a court of competent jurisdiction, and any other rights provided by law. At any such hearing before the Board, Dr. Wexler shall have the right to be present and to be heard, to cross-examine witnesses and to present evidence through documentation, witnesses and testimony. Dr. Wexler shall have the right to be represented by counsel at her sole cost and expense. A transcript of the record of the proceedings before the Board shall be provided without charge to Dr. Wexler.
- B. This Agreement may be unilaterally terminated without penalty by the resignation of Dr. Wexler at any time provided she gives the Board at least ninety (90) days notice prior to the effective date of the resignation. Upon the request of Dr. Wexler and at the discretion of the Board, the 90-day notice period may be waived or reduced by the Board. If this Agreement is terminated in this manner, the Board shall pay and provide to Dr. Wexler all of the aggregate compensation, salary and benefits including, but not limited to, insurance premiums and coverages and payment for unused leave, earned and/or accrued that she is entitled to in accordance with this Agreement through the effective date of her resignation and termination of this Agreement plus any applicable post-employment and retirement benefits provided for in this Agreement. However, it is specifically agreed that the School Year in which Dr. Wexler resigns, all vacation, personal and sick days earned for that School Year only shall be prorated from July 1st of that School Year to date of resignation and those pro-rated days shall be added to the others earned for purposes of the calculation for any payment due for unused days hereunder. Dr. Wexler will not be reimbursed for any days earned at the District but carried forward to any new employer.
- C. This Agreement may be unilaterally terminated without penalty by the retirement of Dr. Wexler at any time provided she gives the Board at least hundred-fifty (150)

days notice prior to the effective date of the retirement. Upon the request of Dr. Wexler and at the discretion of the Board, the 150 -day notice period may be waived or reduced by the Board. If this Agreement is terminated in this manner, the Board shall pay and provide to Dr. Wexler all of the aggregate compensation, salary and benefits including, but not limited to, insurance premiums and coverages and payment for unused leave, earned and/or accrued that she is entitled to in accordance with this Agreement through the effective date of her retirement and termination of this Agreement plus any applicable post-employment and retirement benefits provided for in this Agreement. However, it is specifically agreed that the School Year in which Dr. Wexler retires, all vacation, personal and sick days earned for that School Year only shall be prorated from July 1st of that School Year to date of retirement and those pro-rated days shall be added to the others earned for purposes of the calculation for any payment due for unused days hereunder. Dr. Wexler will not be reimbursed for any days earned at the District but carried forward to any new employer.

- D. This Agreement may be terminated by the mutual consent, in writing, of Dr. Wexler and the Board. If this Agreement is terminated in this manner, the District shall pay and provide to Dr. Wexler all of the aggregate compensation, salary, and benefits, including but not limited to insurance premiums and coverages and payment for unused leave, earned, and/or accrued that she is entitled to in accordance with this Agreement through the mutually agreed upon effective date of the termination of this Agreement plus any applicable post-employment and retirement benefits provided for in this Agreement and any additional amount mutually agreed upon by the Board and Dr. Wexler. It is understood that any such additional amount mutually agreed upon by the Board and Dr. Wexler is subject to the provisions set forth in Section 1073 (e)(3) of the School Code (24 P.S. § 10-1073(e)(3)).
- E. This Agreement shall be terminated upon the death of Dr. Wexler, at which time the District shall pay to Dr. Wexler's surviving spouse, or if no surviving spouse to her estate and/or heirs, all of the aggregate compensation, salary, and benefits Dr. Wexler earned, accrued and/or is entitled to under this Agreement through the date of Dr. Wexler's death.

XII. MISCELLANEOUS.

- A. All references to the Public School Code of 1949 ("School Code") contained in this Agreement also refer to any amendments to such School Code or to any recodification of such School Code.
- B. Any notice required by this Agreement shall be effective if mailed to the District or Board at the address contained herein or if mailed to Dr. Wexler at her last home address provided to District.
- C. This Agreement shall bind the parties, their heirs, executors, administrators,

successors and assigns.

D. This Agreement may be modified only by mutual written agreement of the parties⁶ such modification to be evidenced by a written amendment to the Agreement signed and dated by Dr. Wexler and approved by the Board and signed and dated by a duly authorized officer(s') of the Board. Any such amendments shall upon execution become of the same form and effect as if incorporated herein.

- XIII. **SAVINGS CLAUSE.** If during the Term of this Agreement, a court of competent jurisdiction rules that a specific clause of this Agreement is illegal under federal or state law, the remainder of the Agreement not affected by such a ruling shall remain in force. 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.
- XIV. **ENTIRE AGREEMENT.** This Agreement contains the entire Agreement between the parties except as otherwise stated herein and supersedes all other agreements and representations, written or oral on the subject matter of this Agreement.
- XV. **INTERNAL REVENUE CODE SECTION 409A COMPLIANCE.** This Agreement and its operation are intended to comply with Section 409A of the Internal Revenue Code to the extent such Internal Revenue Code section applies to any non-qualified deferred compensation paid hereunder. The District and Dr. Wexler intend that this Agreement shall be administered interpreted and construed in a manner consistent with Section 409A of the Internal Revenue Code and the regulations relating thereto so as not to subject Dr. Wexler to the payment of tax, interest and any tax penalty which may be imposed under Section 409A. The provisions of this Agreement shall be construed and interpreted in such a manner consistent with such good faith intent. Each payment and each installment described in this Agreement shall be considered a separate payment from each other payment or installment. Notwithstanding any other provision of this Agreement, it is intended that any payment or benefit which is provided pursuant to or in connection with this Agreement which is considered to be nonqualified deferred compensation subject to Section 409A shall be provided and paid in a manner, and at such time and in such form as complies with the applicable requirements of Section 409A of the Internal Revenue Code. The District and Dr. Wexler shall cooperate in good faith to modify this Agreement as necessary to comply with the requirements of Section 409A of the Internal Revenue Code and preserve to the maximum extent possible the economic value of the relevant payment or benefit to Dr. Wexler under this Agreement. The obligations of this provision shall survive the termination of this Agreement.
- XVI. **APPLICABLE LAW AND INTERPRETATION OF THIS AGREEMENT.** This Agreement shall be governed and construed in accordance with the laws of the Commonwealth of Pennsylvania. 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.

IN WITNESS WHEREOF, and intending to be legally bound hereby, the parties have executed this Agreement on the dates set forth below.

Heather Reynolds
Heather Reynolds, President, Board of School Directors
of the Central Bucks School District

4/14/2026
Date

Stephanie Radcliffe
Stephanie Radcliffe, Secretary, Board of School Directors
of the Central Bucks School District

4/14/2026
Date

Joanna Wexler
Joanna Wexler, Ph.D.

3/19/2026
Date