

ADDENDUM TO SUPERINTENDENT EMPLOYMENT AGREEMENT

Pine Grove Area School District & Heath W. Renninger

Date: April 16, 2026

This Addendum is made and entered into this 16th day of April, 2026, by and between the Board of Directors of the Pine Grove Area School District ("District" or "Board") and Heath W. Renninger ("Superintendent"), and amends the Employment Agreement dated September 20, 2024 (the "Agreement").

WHEREAS, the parties desire to revise the structure and designation of certain compensation and benefits in a manner that does not increase the out-of-pocket cost to the district;

NOW, THEREFORE, in consideration of the mutual promises herein, the parties agree as follows:

1. Voluntary Tax-Deferred Compensation

Effective July 1, 2026 the amount previously designated for the Superintendent's Tax-Deferred Annuity shall be incorporated into the Superintendent's base salary and paid as regular compensation in equal installments over twenty-six (26) pay periods annually.

Such amount shall be treated as W-2 wages and regular earnings for all purposes under the Employment Agreement and applicable law. By the Superintendent's voluntary election, which will be exercised to direct the full amount, such compensation shall be deposited into the Superintendent's 457(b) deferred compensation plan and shall not be paid in cash, in accordance with plan provisions and IRS regulations.

This restructuring shall not increase the Superintendent's total compensation under the Employment Agreement.

For per diem and other earned benefits, this portion of salary may be treated separately.

All compensation under this addendum will follow PSERS rules for retirement eligibility.

2. Allocation of Other Earned Benefits

Effective immediately, payments for accrued or other earned benefits payable under the Agreement shall be made as employer contributions and may, at the Superintendent's election, be directed to a 403(b) or 457(b), subject to applicable IRS limits and the District's approved vendor program.

Such payments shall not be treated as deferred compensation and shall not be considered retirement-eligible compensation except as required by law.

3. Full Force and Effect

Except as expressly modified herein, all other terms and conditions of the Agreement shall remain in full force and effect.

ADDENDUM TO SUPERINTENDENT EMPLOYMENT AGREEMENT

Pine Grove Area School District & Heath W. Renninger

Date: April 16, 2026

IN WITNESS WHEREOF, the parties have executed this Addendum as of the date first written above.

PINE GROVE AREA SCHOOL DISTRICT

By: [Signature]

Date: 4/14/26

Dave Lukasewicz, School Board President

Attest: [Signature]

Brittney Harner, School Board Secretary

Date: 4/16/26

SUPERINTENDENT

By: [Signature]

Date: 4/16/26

Heath W. Renninger, Superintendent