

Amendment to Agreement

This Amendment to the Agreement made this 21st day of July 2025, by and between the BOARD OF SCHOOL DIRECTORS (hereinafter referred to as “Board” or “Board of School Directors”) of the CONESTOGA VALLEY SCHOOL DISTRICT (hereinafter referred to as “District”), with its principal office located at 502 Mt.Sidney Rd, Lancaster, PA 17602, and DANIEL W. HARTMAN, Ed.D., (hereinafter referred to as “Superintendent” or “Dr. Hartman”).

Background: The District appointed Dr. Hartman to a five-year term to serve as its Superintendent of Schools beginning July 1, 2023. The terms and conditions related to Dr. Hartman’s employment were outlined in a mutually agreed upon Agreement, which was approved on April 11, 2023 (hereinafter “Agreement”). As permitted by Paragraph 12 of that Agreement, the parties wish to amend the Agreement to revise Appendices B and C of that Agreement to revise the “CVSD Superintendent Evaluation” form and Superintendent’s Performance Objectives for the 2026-2027 school year (hereinafter “Amendment.”)

Intending to be legally bound hereby, the parties hereto agree as follows:

1. Appendix B: The parties agree to amend Paragraphs 10.1, 10.2. and 10.3 of the “CVSD Superintendent Evaluation” form attached as Appendix B to the Agreement as follows:

10.1 Made acceptable and/or significant progress or fulfilled District Goals.

(Refer to District Goal document)

- a. Students
- b. Staff
- c. Operations
- d. Community

10.2 Properly addressed or completed Superintendent Goals.

(Refer to Superintendent Goal Document/Updates)

- a. Successfully facilitate the Comprehensive Planning Process for 2028-2030.
- b. Lead the facilitation of the search and selection process for the district’s new Chief Finance and Operations Officer (CFOO).
- c. Redesign the supervision and evaluation plan for Cabinet and Non-Act 13 administrators.

10.3

- a. Assisted Board in addressing or achieving Board Goals.

(Refer to Board Goal document)

2. Appendix C

Superintendent's Performance Objectives 2026-2027

(Refer to Superintendent's Goal Document/Updates)

1. Successfully facilitate the Comprehensive Planning Process for 2028-2030.
 - a. KPI: A draft of the comprehensive plan will be presented to the School Board by the second meeting in February 2027.
2. Lead the facilitation of the search and selection process for the district's new Chief Finance and Operations Officer (CFOO).
 - a. KPI: Recommended Candidate for CFOO is selected and presented to the School Board by April 01, 2027.
3. Redesign the supervision and evaluation plan for Cabinet and Non-Act 13 administrators.
 - a. KPI: New supervision process implemented for cabinet members during 2026-2027 school year.
 - b. KPI: New plan for supervision process of other non-Act 13 administrators developed for the 2027-2028 school year.

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

CONESTOGA VALLEY SCHOOL DISTRICT:

By: _____
President, Board of School Directors Date

ATTEST: _____
Secretary, Board of School Directors Date

DR. DANIEL W. HARTMAN:

By: _____

Dr. Daniel W. Hartman, _____
District Superintendent Date