

AGREEMENT BETWEEN DR. STEVEN MURRAY AND GOVERNOR MIFFLIN SCHOOL DISTRICT

On October 26, 2026, this Agreement is entered into between the Governor Mifflin School District ("School District") and Dr. Steven Murray to accept a temporary assignment as Substitute Superintendent of Schools pursuant to the terms and conditions outlined below.

Background Information: The School District's Superintendent of Schools, Dr. Lisa Hess, is on leave until on or about January 5, 2027. The School Board, therefore, wishes to appoint its current Supervisor of Student Services for Academics, Dr. Steven Murray, to the temporary position of Substitute Superintendent, as outlined below, to ensure the School District's administrative functions continue during the leave of the Superintendent of Schools.

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

1. **Substitute Superintendent:** Dr. Murray shall be appointed Substitute Superintendent of the School District for a time period beginning October 27, 2026 and ending no later than January 5, 2027, subject to the School District's right to unilaterally remove Dr. Murray as Substitute Superintendent in accordance with paragraph 4(a) below. For purposes of this appointment Dr. Murray shall be considered a Substitute Superintendent during the time period that Dr. Hess is on leave.
2. **Duties as Substitute Superintendent:** While serving as Substitute Superintendent, Dr. Murray shall fulfill the job responsibilities of the School District's Superintendent of Schools as outlined in Sections 1005, 1006, 1007, 1008, 1009 and 1081 of the Public School Code, as amended, 24 P.S. §§ 10-1005, 10-1006, 10-1007, 10-1008, 10-1009 and 10-1081. In addition to these statutory duties, Dr. Murray's job responsibilities as Substitute Superintendent shall include, but not be limited to the following:
 - a. attendance at all regular and special meetings, conferences, and executive sessions of the School Board, unless otherwise excused;
 - b. meet and/or communicate with the School Board's President and/or other School Board officers to establish agendas for the School Board's regular and special meetings;

- c. work cooperatively with the School District's central office and school-based administrators;
- d. keep School Board members informed of student, personnel, facility, operational and curriculum issues of the School District; and
- e. meet privately with the School Board as requested to review his performance as Substitute Superintendent;
- f. perform other duties customarily performed by the School District's Superintendent of Schools as requested by the School Board; and
- g. provided, however, the parties mutually understand and agree due to the temporary nature of this appointment, Dr. Murray shall not be required to perform year-end performance evaluations of administrative staff members nor add evidence toward final evaluations.

3. **Compensation and Fringe Benefits as Substitute Superintendent:** While serving as Substitute Superintendent, Dr. Murray shall receive an additional stipend of \$150.00 per workday in addition to the salary and fringe benefits that he would be entitled to receive as the Supervisor of Student Services for Academics. This daily stipend shall be paid for each workday serving as the Substitute Superintendent in conjunction with Dr. Murray's regular salary through the regular employee payroll cycle. If the School Board elects to end Dr. Murray's appointment as Substitute Superintendent earlier than January 5, 2027, this stipend shall be discontinued and/or adjusted to reflect the actual number of days worked as the Substitute Superintendent.

4. **Substitute Superintendent Employee Status:** The School District and Dr. Murray acknowledge and agree that Dr. Murray shall possess the following rights and protections while serving as the Substitute Superintendent:

- a. The School District reserves the right to remove Dr. Murray as the Substitute Superintendent and return him to his position as the Supervisor of Student Services for Academics at any time and for any reason, subject to a majority vote of the Board of School Directors at a publicly advertised meeting.
- b. Dr. Murray hereby waives any right that he may possess under Sections 514, 1080 or 1151 of the Public School Code to challenge or otherwise

contest any School Board action to remove him as Substitute Superintendent and return him to his position as Supervisor of Student Services for Academics under paragraph 4(a) above.

- c. Either upon removal from, or the expiration of this appointment as, Substitute Superintendent, Dr. Murray, shall return to his employment Supervisor of Student Services for Academics pursuant to the terms and conditions associated with his employment in that position.
- d. If the School Board were to take any action to entirely terminate Dr. Murray from his employment with the School District while serving as Substitute Superintendent, procedural due process shall have afforded him in compliance with Section 1080 of the Public School Code and/or Section 1122 of the Public School Code with regards to his employment status as the Supervisor of Student Services for Academics.

5. **Intent of the Parties:** The School Board and Dr. Murray agree to proceed as follows if any of the following situations were to arise:

- a. If Dr. Murray believes that he is unable to continue serving as Substitute Superintendent for any reason and wishes to return to his position as Supervisor of Student Services for Academics, he shall provide the School Board with at least thirty (30) days advance written notice of his intent to step down and return to his Supervisor of Student Services for Academics position.
- b. If the School Board determines the existing Substitute Superintendent appointment needs to be extended for any reason, the School Board and Dr. Murray may discuss and agree upon an extension of the term of this appointment, subject to the terms of any such extension being reduced to writing and approved by the School Board at a public meeting.

As evidenced by their signatures below, the parties hereto agree to the terms set forth in this Agreement.

DR. STEVEN MURRAY

Date: _____

GOVERNOR MIFFLIN SCHOOL DISTRICT

President, Board of School Directors

Secretary, Board of School Directors

Date: _____