

AGREEMENT

THIS AGREEMENT made this 28th day of October, 2026 (this “Agreement”) by and between **BOARD OF SCHOOL DIRECTORS OF THE READING SCHOOL DISTRICT** (the “Board”), with its principal offices located at 800 Washington Street, Reading, Pennsylvania 19601, and **April B. Halligan-Rostek, Ph.D.** (“Dr. Halligan-Rostek” or “Assistant Superintendent”) (collectively, the “Parties”).

WITNESSETH:

WHEREAS, the Board, at a regularly scheduled meeting, duly and properly called on September 23, 2026, upon nomination of the Superintendent, Dr. Khalid Mumin (the “Superintendent”), did appoint Dr. Halligan-Rostek to the Office of Assistant Superintendent – Operations for the Reading School District (the “District”) in accordance with the provisions of Sections 5-508, 10-1076, and 10-1077 of the Public School Code of 1949, as amended (“School Code”); and

WHEREAS, the Parties have agreed upon certain terms and conditions of employment and desire to reduce said terms and conditions in writing.

NOW, THEREFORE, the Parties intending to be legally bound, based upon the mutual considerations and covenants herein, agree as follows:

1. **Offer of Employment.** In consideration of the promises herein contained, the Board has employed the Assistant Superintendent and the Assistant Superintendent hereby accepts said employment as the District’s Assistant Superintendent.

2. **Term of the Agreement.** This Agreement shall be for a term of five (5) years, commencing on September 23, 2026, and ending on September 22, 2031 (the “Term”). This Agreement shall terminate immediately upon the expiration of the Term unless this Agreement is

modified or terminated in accordance with this Agreement or allowed to renew automatically in accordance with the School Code. Provided further, that if for any reason the Assistant Superintendent is no longer eligible, according to the School Code and/or the Pennsylvania Department of Education, to serve as Assistant Superintendent, this Agreement will terminate immediately.

3. **Professional Qualifications.** The Assistant Superintendent covenants that she possesses all of the qualifications that are required by law to serve as Assistant Superintendent in the Commonwealth of Pennsylvania, and that she will maintain the same throughout the Term and agrees to provide any documentation to evidence the same to the District, upon request. The Assistant Superintendent agrees to promptly notify the District if the foregoing representation and professional certification is no longer true during any period during the Term. The Assistant Superintendent further agrees to subscribe to and take the oath of office before entering upon her duties, in accordance with Section 10-1004 of the School Code.

4. **Duties and Responsibilities.**

(a) During the Term, the Assistant Superintendent agrees to perform faithfully the duties of the Assistant Superintendent in accordance with the provisions of the School Code and rules, regulations, and directions of the Superintendent, and the Board, as more explicitly set forth in the job description, a copy of which is attached hereto, made a part hereof, and marked Exhibit A. The Parties agree that the Superintendent may unilaterally amend the job description to better reflect the allocation of responsibilities of various administrators and such amendment shall become a part of this Agreement.

(b) The Assistant Superintendent agrees that she shall not engage in or have any direct business or financial ties to any persons or organizations doing business with the District or employees of the District or Board Members.

(c) The Assistant Superintendent shall not have any financial interest, direct or indirect, in the sale or adoption of any books or the sale to or the lease by the District for any supplies, equipment, or services.

5. **Initial Base Compensation.** The Assistant Superintendent's base annual salary (the "Salary") shall be One Hundred Eighty-Five Thousand Dollars and Zero Cents (\$185,000.00), less legally required withholdings. Such Salary shall be payable monthly or semi-monthly, in accordance with the policies and procedures of the District's Business Department, less the contributions required by law to be paid to the Public School Employees' Retirement Fund, less proper deductions for loss of time, and less necessary withholdings and deductions required by law. Due to the fact that the Assistant Superintendent's Salary shall be reviewed by June 30th of each year during the Term, the Salary shall be pro-rated for the first year of this Agreement.

6. **Compensation Adjustments.** The Assistant Superintendent shall be eligible for an adjustment to the Salary effective July 1st of each year of this Agreement. For each following fiscal year, the Assistant Superintendent shall be entitled to an increase to the Salary consistent with that year's adjusted Act 1 index, with a minimum percentage of three percent (3%) and the percentage increase not to exceed four percent (4%). In addition to any such increase, the Board may grant a discretionary merit increase as determined by the Board in its sole discretion. Any adjustment in Salary during the Assistant Superintendent's term of office under this Agreement shall be considered an amendment to this Agreement; provided, however, that such adjustment

shall not be construed as the entering into of a new employment agreement between the District and the Assistant Superintendent, nor that the termination date of this Agreement has been extended.

7. **Benefits Package.**

(a) Unless otherwise specified in this Agreement, the Assistant Superintendent shall be entitled to the fringe benefit program as is applicable and made available to the District's Principals, Assistant Principals, Directors, and/or Supervisors set forth in the District's Act 93 Compensation Plan pursuant to Section 11-1164 of the School Code, as amended ("Act 93 Group"), a true and correct copy of which is attached hereto, made a part hereof, and marked Exhibit B. Without limiting the foregoing, the benefits incorporated from the Act 93 Group plan include longevity pay, doctoral bonuses (to the extent not previously awarded to the Assistant Superintendent), paid holidays, personal days, bereavement leave, emergency days, and jury duty compensation, each on the same terms provided to members of the Act 93 Group. Should the Act 93 Group plan be amended, the fringe benefits contained in the amended plan shall be applicable to the Assistant Superintendent as of the effective date of the amendment.

(b) The Assistant Superintendent may elect to waive her participation in the District's health benefit plan. In the event of such election, the Assistant Superintendent shall be entitled to receive a stipend from the District in an amount equal to three percent (3%) of the Assistant Superintendent's annual salary.

(c) In addition to the benefits identified in subsection (a), the District shall make a contribution in an amount equal to six percent (6%) of the Assistant Superintendent's

annual salary to her Section 403(b) plan annually, with such contribution payments to be made bi-weekly.

(d) The Assistant Superintendent shall be entitled to reimbursement of tuition costs only for all job-related, graduate-level courses in a college or university-approved program, at a maximum rate of \$1,200 per credit, with an annual maximum of nine (9) approved credits per school year. In order to be eligible for any reimbursement, courses must be pre-approved by the Superintendent of the District and/or his or her designee on the appropriate forms available through the Department of Human Resources. Tuition reimbursement will be given on or before August 31st of the school year in which the course was approved and completed. Courses that are taken and completed with a final grade below a “B” will not be eligible for reimbursement by the District regardless of prior approval. The Assistant Superintendent shall be required to provide the District with evidence of payment and official, completed transcripts for each approved course. As noted on the applicable Tuition Reimbursement form, the Assistant Superintendent must acknowledge that the tuition reimbursement benefit is conditioned upon her remaining as an employee of the District for a period of no less than three (3) years following reimbursement. If the Assistant Superintendent elects to leave the District prior to the end of this three (3)-year commitment, the Assistant Superintendent agrees that she must reimburse the District for 100% of the tuition reimbursement monies received and authorize repayment through a payroll deduction. This payroll deduction will occur prior to the completion of employment. Any reimbursement not completed as a payroll deduction will be due to the District within thirty (30) days of the Assistant Superintendent’s departure from the District.

8. **Sick Leave, Vacation, and Personal Days.**

(a) The Assistant Superintendent shall be allocated twelve (12) days of sick leave per fiscal year. Unused sick leave days may carry over and accrue each fiscal year. The Assistant Superintendent shall be permitted to carry over thirty (30) days of unused but accrued sick leave from the Assistant Superintendent's prior employment with the District.

(b) The Assistant Superintendent shall be allocated twenty-five (25) days of vacation per fiscal year. If the Assistant Superintendent's employment is terminated for any reason prior to the end of the fiscal year, such vacation days for that fiscal year shall be prorated unless otherwise approved by the Board. At the end of each fiscal year, the Assistant Superintendent may, instead of taking the vacation days allotted, elect to either (i) have the District make a contribution to her Section 403(b) plan for a maximum of ten (10) unused vacation days, (ii) carry over a maximum of ten (10) unused vacation days to the following year, (iii) cash out a maximum of ten (10) unused vacation days, or (iv) a combination of these three options, provided that, in no event, shall the number of vacation days used in any one year exceed thirty-five (35) days. The per diem rate for purposes of this Paragraph shall be calculated by dividing the Salary by two hundred sixty (260) days. Remaining unused vacation days shall not carry over to the next fiscal year. Notwithstanding the foregoing, the Assistant Superintendent shall be permitted to carry over her unused vacation days accrued in her prior employment with the District as of the commencement of the Term into the 2026-2027 fiscal year, provided that the total number of vacation days available to the Assistant Superintendent through June 30, 2027 shall not exceed thirty-five (35) days.

(c) The Assistant Superintendent shall be allocated the greater of (i) two (2) personal days per fiscal year or (ii) the number of personal days per fiscal year provided to

members of the Act 93 Group under the Act 93 Group plan, as amended from time to time.

Personal days may not be carried over nor can they be cashed out and must be used by the end of each fiscal year or forfeited.

9. **Membership Dues, Fees, and Continuing Professional Development.** The District agrees to pay for membership dues, fees, and continuing professional development to permit the Assistant Superintendent to have relevant and significant opportunities for professional development with organizations or entities that could provide the Assistant Superintendent with information and methodologies that will improve the quality of education in the District. These membership dues, fees, and continuing professional development opportunities shall include American Association of School Administrators, Pennsylvania Association of School Administrators, Pennsylvania Association of School Business Officials, Association of School Business Officials International, Association for Supervision and Curriculum Development, participation in community organizations, such as Rotary, Kiwanis, and such other organizations that the Board may preapprove. Notwithstanding the importance the District attaches to the Assistant Superintendent's participation in such professional development opportunities and involvement with professional organizations and study councils, it is understood that the Assistant Superintendent's engagement in these activities will not interfere with the Assistant Superintendent's ability to perform the duties of the Assistant Superintendent as set forth in this Agreement. To that end, unless otherwise approved by the Board, the District shall not be responsible to pay for the Assistant Superintendent's membership with more than three (3) such organizations.

10. **Assessment of Performance.**

(a) The Board shall evaluate, in writing, the performance of the Assistant Superintendent at least once a year during the Term of this Agreement, no later than August 31st of each year, unless the Parties mutually agree in writing on another date for the annual evaluation. The evaluation of the Assistant Superintendent shall be defined by the evaluation methodology used for the District's Act 93 employees as well as the mutually agreed upon objective criteria defined in this Paragraph 10 and as set forth in Exhibit C. In the event the Board determines that the performance of the Assistant Superintendent is unsatisfactory or failing in any respect, it shall describe in writing, in reasonable detail, the specific instances of unsatisfactory or failing performance. A copy of the written evaluation shall be provided to the Assistant Superintendent. The Assistant Superintendent shall have the right to make a written response to the evaluation. The Board's evaluations and the Assistant Superintendent's response(s) shall be private and in no manner become public knowledge or conversation, except as otherwise expressly required by state or federal law.

(b) Consistent with the provisions of the School Code, the Board shall post mutually agreed objective performance standards contained in this Agreement on the District's publicly accessible internet website. Upon completion of the annual performance assessment, the Board shall post the date of the assessment and whether or not the Assistant Superintendent has met the agreed-upon objective standards on the District's publicly accessible internet website.

(c) The Assistant Superintendent shall be evaluated on a distinguished ("*exceeds expectations*"), proficient ("*meets expectations*"), needs improvement, or failing methodology as follows:

i. Distinguished. Distinguished means that the performance is clearly outstanding; the performance is superior, far exceeding expectations; or that performance is exceptional on a regular or continuous basis. The Assistant Superintendent shall far outperform relative to minimum expectations.

ii. Proficient. Proficient means that the Assistant Superintendent is adequately performing all functions within the role, meeting or occasionally exceeding expectations; performance is adequate, meeting or occasionally exceeding standards or expectations generally associated with performance.

iii. Needs Improvement. Needs improvement means that the Assistant Superintendent periodically fails to meet expectations associated with assigned tasks, targeted goals, or professional competencies; performance is less than adequate on a periodic or frequent basis. The Assistant Superintendent may be developing within the position but needs to improve to be considered proficient.

iv. Failing. Failing means the performance is below acceptable levels and fails to meet most expectations associated with the role of the Assistant Superintendent. Substantial professional improvement is needed before the Assistant Superintendent can be considered proficient in the role.

11. **Post-Retirement Benefits.** Any post-retirement benefits for the Assistant Superintendent shall be in accordance with the Act 93 Group plans as applicable.

12. **Waiver of Right of Sabbatical Leave.** The Assistant Superintendent waives any rights that she may have to a sabbatical leave pursuant to the School Code.

13. **Loyalty and Outside Work or Opportunities.** The Assistant Superintendent shall devote all of her time, attention, knowledge, and skills solely and exclusively to the

business and interests of the District. The Assistant Superintendent may, however, undertake consultative work, speaking engagements, writing, lecturing, adjunct teaching, or other professional services not inconsistent with the provisions of the School Code and the laws of the Commonwealth of Pennsylvania, provided that she shall have: (1) obtained the approval of the Board and the Superintendent; and (2) obtained the agreement of the Board and the Superintendent that the work on the part of the Assistant Superintendent will not materially interfere with the Assistant Superintendent's ability to act as Assistant Superintendent for the District.

14. **Compensation Obligations.** The obligation of the District to compensate the Assistant Superintendent during the Term of this Agreement shall be subject to the provisions of law, unless terminated by the Assistant Superintendent by way of written resignation or by the District in accordance with the law or this Agreement.

15. **Representations of the Assistant Superintendent.** The Assistant Superintendent represents and covenants that, at all times during the Term, she will hold a valid Superintendent's Letter of Eligibility issued by the Pennsylvania Department of Education, qualifying her to serve as an assistant superintendent in the Commonwealth of Pennsylvania in accordance with Section 10-1003 of the School Code, and agrees to provide a copy thereof to the District, upon request. The Assistant Superintendent agrees to promptly notify the District if the foregoing representation is no longer true and correct during any period during the Term.

16. **Separation from Employment by Assistant Superintendent.** In the event that the Assistant Superintendent seeks to resign or otherwise separate from her employment with the District for any reason other than death, illness, disability, or retirement permanently from public service in the Commonwealth of Pennsylvania, the Assistant Superintendent shall give the Board

at least ninety (90) days' written notice in advance of the employment severance date. The failure of the Assistant Superintendent to give such required written notice shall cause the Assistant Superintendent to lose any entitlement to any accrued payments or accrued benefits, including, without limitation, unused vacation days, sick leave, other payments, benefits, or any other entitlement to be paid upon employment separation, whether under this Agreement or through the District's policies. The Board may, in its sole discretion, waive or reduce the notification requirement set out in this Paragraph 16. If appropriate notice is given, the Assistant Superintendent shall be entitled to unused, accrued vacation days at a per diem rate of the Assistant Superintendent's Salary divided by two hundred sixty (260) days, and unused, accrued sick days paid out at the rate identified in the Act 93 Group plan for sick day reimbursement at retirement.

17. **Discharge and Termination by District.** The Assistant Superintendent may be discharged, and this Agreement terminated, even during the Term of this Agreement, (a) in accordance with the School Code or the Constitution of the Commonwealth of Pennsylvania, (b) in the event the Assistant Superintendent materially breaches an obligation set forth in this Agreement, (c) in the event the Assistant Superintendent's performance is determined by the Board to be "Failing" in accordance with the criteria established for the Assistant Superintendent's annual performance assessment, or (d) in the event the Assistant Superintendent is charged with or convicted of a felony. The Board shall not arbitrarily or capriciously call for the Assistant Superintendent's dismissal and the Assistant Superintendent shall, in any event, have the right to written charges, notice of hearing, all elements of due process, and the right to appeal to a court of competent jurisdiction. The Assistant Superintendent shall have the right to be represented by counsel at her sole cost and expense. In

the event that the Assistant Superintendent were to be discharged from employment pursuant to this Paragraph, the Agreement shall be terminated with no additional compensation or benefits provided and no entitlement to accrued payments or accrued benefits, including, without limitation, unused vacation days, sick leave, other payments, benefits, or any other entitlement to be paid upon employment separation under this Agreement or through the District's policies. The Parties acknowledge that the Assistant Superintendent has held previous administrative positions at the District. If it is determined that the Assistant Superintendent engaged in any activity or behavior violative of the Pennsylvania School Code prior to becoming Assistant Superintendent, the Assistant Superintendent acknowledges that the District may consider such activity or behavior in the course of any disciplinary action occurring during the Term.

18. **Disability.**

(a) **Complete or Partial Disability.** In the event that the Assistant Superintendent is: (1) unable to perform the Assistant Superintendent's duties under this Agreement due to a complete disability; (2) unable due to disability to perform each and every duty and obligation expected or required of the Assistant Superintendent hereunder as a full-time employee of the District; or (3) at various times completely disabled and at other various times, partially disabled as provided above, the Board shall have, in its sole discretion, the options provided in this Paragraph. Prior to the Board being able to exercise its options hereunder, the complete disability, partial disability, or combination thereof shall continue for a period exceeding ninety (90) days during which the Assistant Superintendent would otherwise be required to perform services but for any leave, vacation, or similar days (irrespective of how many leave, vacation, or similar days the Assistant Superintendent has or may actually accumulate or use). Following the Assistant Superintendent's exhaustion of all other leave to

which she is entitled, in the event of the complete disability, partial disability, or combination thereof, as provided above, the Board shall have the option of either terminating the employment of the Assistant Superintendent consistent with the provisions set forth in the School Code or reducing the Assistant Superintendent's Salary and duties to a level commensurate with the Assistant Superintendent's remaining abilities, if any. In the event that the Assistant Superintendent disagrees with the Board's option of terminating the employment of the Assistant Superintendent or of the extent of the reduction in Salary and duties to a level commensurate with the Assistant Superintendent's remaining abilities, the Assistant Superintendent shall have the right to demand arbitration solely for the purpose of resolving the Board's decision to terminate or reduce the Assistant Superintendent's Salary. Such arbitration shall be conducted pursuant to and consistent with the rules of the American Arbitration Association and the District shall be responsible for any filing fees associated with initiating such arbitration. The American Arbitration Association rules pertaining to employment-related matters pursuant to employment agreements shall apply and the venue of any such arbitration proceeding shall take place at the principal offices of the District.

(b) **Period of Disability.** The Parties agree that, as far as this Agreement is concerned, the period of disability shall be deemed to have started as of the first day of disability or inability irrespective of when it is finally determined that the disability for purposes hereof exists.

(c) **Intermittent Disability.** Any complete disability, partial disability, or combination thereof which should occur within any twelve (12) month period shall be treated, for the purpose of these provisions, as though it were a continuing disability rather than a new disability.

(d) **Salary.** This Paragraph 18 shall not be construed to require the Board to pay any Salary to the Assistant Superintendent beyond the accumulated sick leave, disability leave days, vacation days, or other leave days of the Assistant Superintendent, which may be used by the Assistant Superintendent during any disability. After such leave days are exhausted, the Board shall not be obligated to make any payment of Salary to the Assistant Superintendent in the case of complete disability. In the case of partial disability, the Board shall have the right to reduce the Assistant Superintendent's Salary to a level commensurate with the remaining abilities of the Assistant Superintendent, subject to the right to arbitrate set forth herein.

(e) **Meaning of Disability.** For the purpose of this Paragraph 18, the term "disability" shall mean the inability due to ill health, physical or mental disability, or for other physical or mental causes beyond the Assistant Superintendent's control, to carry out each and every one of the usual and customary duties required or expected to be performed hereunder by the Assistant Superintendent. In the event any dispute shall arise as to whether the Assistant Superintendent is disabled, whether complete or partial, such question shall be resolved by a board of arbitration to consist of: (1) a physician representative named by each of the Parties; and (2) a third physician member to be appointed by the two representatives so named. The majority vote of the board of arbitration shall be binding upon the Parties.

(f) **Preservation of Other Legal Rights.** Nothing in this Paragraph 18 shall be deemed to constitute a waiver of the Assistant Superintendent's rights pursuant to the Americans with Disabilities Act, the Family and Medical Leave Act, the Pennsylvania Human Relations Act, the Pennsylvania Workers' Compensation Act, or any federal or state law governing disability.

19. **Death during Employment.** If the Assistant Superintendent shall die during the Term, the Board shall pay to the estate of the Assistant Superintendent the compensation that otherwise would be payable to the Assistant Superintendent up to the end of the month in which the Assistant Superintendent's death occurs. Thereafter, the Board shall have no further responsibilities hereunder, and this Agreement shall be terminated automatically. The provisions hereof shall not be deemed to affect any other benefits which may be available to the Assistant Superintendent, including, but not limited to, those available under applicable retirement programs, health insurance, workers' compensation, or otherwise.

20. **Early Separation Options.** The Board shall have the exclusive option prior to the expiration of the Term of this Agreement to sever the Assistant Superintendent's employment for the Board's convenience. Unless this Agreement is terminated for a reason set forth in Paragraph 17, the Board shall pay the Assistant Superintendent severance compensation as follows upon the early severance of the Assistant Superintendent's employment:

(a) If more than six (6) months remain in the Term, the severance package will be equal to six (6) months of the Assistant Superintendent's pro-rated Salary. The amount shall be calculated by dividing the current Salary by two (2).

(b) If less than six (6) months remain in the Term, the Assistant Superintendent will be paid the balance of the Salary remaining in the Term.

(c) Under no circumstances will the severance compensation of the Assistant Superintendent exceed the sums set forth in Paragraph 20(a).

(d) In the event that the Board attempts to terminate this Agreement pursuant to Paragraph 17, and it is determined by a judge or a jury of competent jurisdiction that the

termination was unwarranted, then the Parties agree that the Agreement will be terminated pursuant to this Paragraph 20.

21. **Provisions in Accordance with School Code.** This Agreement shall not be in violation of any provisions of the School Code and shall be construed as containing and be read in conformity with all provisions of the School Code as it relates to the relationship between a “District” and its “Assistant Superintendent.”

22. **Compliance with Agreement.** The Assistant Superintendent shall be required to comply with all aspects of this Agreement, any exception thereto being agreed to only by mutual written consent of the District and the Assistant Superintendent.

23. **Entire Agreement.** This Agreement contains the entire agreement between the Parties and may not be changed, amended, modified, or superseded, except by written instrument executed by the Parties hereto. This Agreement supersedes any and all other agreements between the Parties hereto with respect to the subject matter hereof.

24. **Execution and Counterparts.** This Agreement may be executed in two or more counterparts, each of which, when executed by the Parties, shall be considered to constitute one instrument.

25. **Severability.** If any one provision of this Agreement shall be declared void or invalid by a court of competent jurisdiction, such void or invalid provision shall not in any way impair the whole Agreement; the remaining provisions shall be construed as if not containing the provision.

26. **Enforcement of Agreement.** This Agreement shall be construed in accordance with the laws of the Commonwealth of Pennsylvania without regard to its conflict of laws

principles. The Court of Common Pleas of Berks County, Pennsylvania, is hereby agreed to be the sole and exclusive court with jurisdiction over any litigation between the Parties.

27. **Possible Illegalities**. If any one provision of this Agreement shall be declared void or invalid by a court of competent jurisdiction, such void or invalid provision shall not in any way impair the whole Agreement; the remaining provisions shall be construed as if not containing the provision held to be void or invalid, and the rights and/or obligations of the Parties shall be construed and enforced accordingly.

28. **Headings**. Headings contained in this Agreement are for reference only and shall not in any way affect the meaning or interpretation of this Agreement.

29. **Mutual Negotiation**. 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.

30. **Indemnification**. The District shall defend the Assistant Superintendent and her heirs against any civil actions, claims, suits, and/or other legal proceedings brought against the Assistant Superintendent in her individual capacity or in her official agent and employee capacity of the District, specifically as the result of the Assistant Superintendent's actions within the scope of her duties required by this Agreement as Assistant Superintendent of the District, as well as the result of any directive issued by the Board. The District agrees to indemnify and hold harmless the Assistant Superintendent and her heirs and to pay any civil judgments or awards entered against the Assistant Superintendent or her heirs as the result of the Assistant Superintendent's actions within the scope of her duties required by this Agreement as Assistant Superintendent of the District, as well as the result of any directive issued by the

Board. The District will not be obligated to defend the Assistant Superintendent in any discharge, removal proceedings, or other proceedings in which the District is an adverse party or which relate to conduct not required for the discharge of the Assistant Superintendent's duties required by this Agreement. This Paragraph shall survive the expiration or sooner termination of this Agreement.

31. **Reappointment.** The Board shall notify the Assistant Superintendent in writing by certified mail, no later than one hundred fifty (150) days prior to the expiration date of this Agreement, of the Board's intent not to reappoint her. Should the Assistant Superintendent not be so notified, she shall be reappointed at the next regular Board meeting following the one hundred fifty (150)-day notification deadline for a term of not less than one (1) year, and the terms and conditions of this Agreement shall be incorporated into a successor agreement unless mutually agreed otherwise by the Board and the Assistant Superintendent.

32. **Modification.** Notwithstanding any term or provision herein or elsewhere, oral or in writing, this Agreement shall not be modified except in writing signed by the Assistant Superintendent and approved by the Board and executed by an authorized officer of said Board.

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.

**BOARD OF SCHOOL DIRECTORS OF THE
READING SCHOOL DISTRICT**

Attest: _____
Board Secretary

By: _____
Board President

Witness: _____

April B. Halligan-Rostek, Ph.D.

EXHIBIT “A”

Assistant Superintendent

Duties and Responsibilities

EXHIBIT “B”

Act 93 Group

EXHIBIT “C”

Objective Performance Standards