

AMENDMENT TO MT. LEBANON SUPERINTENDENT'S CONTRACT

THIS AMENDMENT is made and entered into as of the 20 day of June, 2016, by and Between MT. LEBANON SCHOOL DISTRICT ("District") and DR. TIMOTHY STEINHAEUER ("Superintendent").

WHEREAS, the District and the Superintendent are parties to the Mt. Lebanon School District Superintendent's Contract entered on September 16, 2013, to become effective July 1, 2014 (the "Contract"); and

WHEREAS, the parties wish to amend the Contract as more fully specified below.

NOW, THEREFORE, intending to be legally bound, the parties agree as follows:

1. Section 4.2 is hereby amended to provide as follows:

4.2 Salary Adjustments. Any adjustments in the Superintendent's salary during the term of this Contract shall be deemed an amendment to this Contract provided, however, that such adjustments shall not be construed as either creating a new contract between the School District and the Superintendent, or in any manner extending the anticipated termination date of this Contract. At no time shall the annual salary of the Superintendent be decreased during the term of this contract. Additional compensation or increase in the Superintendent's annual salary shall be determined by the Board pursuant to performance evaluations conducted each year. If the Board determines that the Superintendent has met the performance criteria described in Section 3, above, salary increases shall become effective in the amounts and on the dates specified below:

July 1, 2016	5.5%
July 1, 2017	5.5%
July 1, 2018	6.0%

In addition to any increase in base salary, the Board may, in its discretion, award additional compensation in the form of a bonus if it determines that such bonus is appropriate in light of the Superintendent's performance, including the achievement of Board identified goals or focus areas.

2. **Exhibit "A", Section 2.h., shall be amended to provide as follows:**

h. **Tax Deferred Supplement**. The School District shall contribute to an approved 457(b) plan or like plan of the Superintendent's choice the following amounts:

- as of 7/1/16 - 3.0% of base salary for fiscal year ending 6/30/17
- as of 7/1/17 - 3.5% of base salary for fiscal year ending 6/30/18
- as of 7/1/18 - 4.0% of base salary for fiscal year ending 6/30/19

3. **Except as amended hereby, all terms of the Contract shall remain in full force and effect.**

IN WITNESS WHEREOF, the parties hereby have executed this Amendment as of the date first specified above.

MT. LEBANON SCHOOL DISTRICT

By: _____

Lawrence Lebowitz, Board President

Dr. Timothy J. Steinhauer