BURGIN INDEPENDENT SCHOOL
BOARD OF EDUCATION
SUPERINTENDENT'S CONTRACT KRS.160.350

COMMONWEALTH OF KENTUCKY, COUNTY OF MERCER

This agreement is made and entered into this 11th day of February, 2009.

It is hereby agreed by and between the Board of Education of the Burgin Independent School District located in Mercer County in the State of Kentucky (hereinafter called the Board) and Richard W. Webb (hereinafter called the Superintendent) that the said board in accordance with its action as found in the minutes of the meeting of the 11th day of February, 2009, has and does hereby employ the said Richard W. Webb as superintendent of schools in and for the public school in said district for a period of four (4) years beginning on July 1, 2009, and ending on June 30, 2014, as prescribed by the laws of the State of Kentucky and by the rules and regulations made there under by the Board of Education of said district. "Pursuant to KRS 160.350(4), this contract shall annually be extended for one year by majority vote of the board prior to June 30th of each year."

WITNESSETH

That in consideration of a salary and benefits named herein, the said Superintendent agrees to perform faithfully the duties of Superintendent of Schools and to serve as Executive Officer of the Board of Education. The annual salary shall be paid in equal installments in accordance with the policy of the Board regarding payment of other professional staff members in the District.

That the Superintendent is contracted to work 242 days per year, and is considered to be a full time annual employee. The beginning superintendent salary shall be $116,963*. Thereafter the annual superintendent salary shall be equal to the previous year's salary plus an increase equal to the average percentage increase for all returning certified staff in the district.

That the Board of Education hereby retains the right to adjust the annual salary of the Superintendent during the term of his contract, said above. Any adjustment is salary made during the life of this contract shall be in the form of an amendment and shall become part of this contract. It is provided, however, that by so doing, it shall not be considered that the Board of Education had entered into a new contract with the Superintendent nor that the termination date of the existing contract has been extended.

That throughout the term of this contract the Superintendent shall be subject to discharge for good and just cause, provided that the Board does not arbitrarily or capriciously call for his dismissal and that the Superintendent shall have the right to service of written charges, notice of hearing, and a fair hearing before the Board. If the

Superintendent chooses to be accompanied by legal counsel at the hearing, said legal expenses will be incurred by the Superintendent.

That it is agreed that the Superintendent will furnish throughout the life of this contract a valid and appropriate certificate to act as Superintendent of Schools in the State of Kentucky as directed by the Board of Education and that the Superintendent hereby agrees to devote his time, skill, labor, and attention to said employment during the term of this contract.

That the Superintendent does hereby agree to have a comprehensive medical examination prior to the beginning date of this contract. That a statement certifying to the physical competency of the Superintendent of Schools shall be filed with the clerk or secretary of the Board of Education and treated as confidential information by the Board, the cost of said medical report, in excess of personal medical insurance, to be born by the District.

That the Board of Education shall devote at least a portion of one meeting every year to a discussion of the evaluation of the Superintendent and/or the working relationship between the Superintendent and the Board.

Earned sick leave shall be cumulative and paid as provided by Board Policies 03.1231 and 03.1232 and KRS 161.154,161.155 and 161.152.

The superintendent shall be allowed benefits of Annual Leave per Board Policy 03.122 and KRS 160.291 and KRS 161.540.

That the Superintendent may attend appropriate professional meetings at the local, state and national levels, the expenses of said attendance to be incurred by the District.

That the Superintendent's professional dues to the Kentucky Association of School Administrators, the Kentucky Association of School Superintendents, one local/civic organization and others deemed appropriate by the Board shall be paid by the Board.

Type Certification: Valid Kentucky State School Superintendent Certification
District one year limited teaching contract
SS#403-86-2338

Burgin Independent Board of Education

Superintendent Elect

2/11/2009
Chairman

Board Order # VIII.

*Salary is approximate.