

HICKMAN COUNTY SCHOOLS  
CLINTON, KENTUCKY  
SUPERINTENDENT'S EMPLOYMENT CONTRACT

THIS SUPERINTENDENT'S EMPLOYMENT CONTRACT made and entered into on this the 31<sup>st</sup> day of December, 2013, by and between CASEY HENDERSON, of 915 County Road 1107, Arlington, Kentucky 42021, party of the first party, hereinafter referred to as "SUPERINTENDENT" and the HICKMAN COUNTY BOARD OF EDUCATION c/o HICKMAN COUNTY SCHOOLS, 416 Waterfield Drive North, Clinton, KY 42031, party of the second party, hereinafter referred to as "BOARD".

**WITNESSETH:**

WHEREAS, the BOARD has voted to employ SUPERINTENDENT as the Chief Executive Officer for the Hickman County School System; and

WHEREAS, BOARD and SUPERINTENDENT desires for this new Employment Contract to be a 3-½ year contract commencing on January 1, 2014 and ending on June 30, 2017; and

WHEREAS, a 3-½ year contract was required in this instance because the previous Superintendent resigned, effective December 31, 2013; and

WHEREAS, BOARD and SUPERINTENDENT believe that a written Employment Contract is necessary to describe their employment relationship and to serve as the basis of effective communication between them as they fulfill their governance and administrative functions in the operations of the Hickman County School System.

NOW, THEREFORE, for and in consideration of the mutual promises and covenants herein contained and for the further consideration of the employment of SUPERINTENDENT by BOARD, the SUPERINTENDENT and BOARD agree as follows:

1. **TERM OF EMPLOYMENT.**

(a) The term of this Employment Contract shall commence on January 1, 2014 and shall terminate at midnight on June 30, 2017.

(b) The **BOARD** and the **SUPERINTENDENT** may, by mutual consent, extend this Employment Contract for periods that are subsequent to June 30, 2017 on a year-to-year basis by providing for its extension in the Board's Minutes.

2. **SUPERINTENDENT'S DUTIES.**

The **SUPERINTENDENT** shall be responsible for and perform all required statutory acts and duties incident to the office of Superintendent of a school system, including but not limited to the follows:

(a) All duties and responsibilities of a Superintendent, as set forth in the appropriate job description, and **BOARD** policies that are now in existence or which may hereinafter be adopted.

(b) All duties and responsibilities of a school superintendent generally imposed by or implied from the laws of the Commonwealth of Kentucky, including but not limited to, all applicable Kentucky and United States statutes, other applicable laws, rules or regulations, or customs or practices within the State of Kentucky.

(c) Serving as Chief Administrative Office and the executive Officer of the Hickman County, Kentucky, School District.

(d) Shall be a full-time (12 months) certified employee.

(e) Shall, at all times, hold a valid certificate issued by the Commonwealth of Kentucky showing he is qualified to serve as a Superintendent.

3. **SUPERINTENDENT'S COMPENSATION.**

(a) **Salary:** The **BOARD** shall pay **SUPERINTENDENT** compensation as follows:

- |      |   |              |
|------|---|--------------|
| i.   | For the period from January 1, 2014 through June 30, 2014 | \$58,750.00  |
| ii.  | For the period from July 1, 2014 through June 30, 2015    | \$119,500.00 |
| iii. | For the period from July 1, 2015 through June 30, 2016    | \$121,500.00 |
| iv.  | For the period from July 1, 2016 through June 30, 2017    | \$123,500.00 |

This salary shall be paid to **SUPERINTENDENT** in regular installments in accordance with the salary payment schedule in effect for other certified employees of the school system.

(b) **Benefits:** During the term of this contract, **SUPERINTENDENT** shall receive and participate in the benefits provided by the Board generally to all full-time certified employees of **BOARD**, except as provided otherwise in Paragraph 3(c). Such benefits shall be on the same basis as are available to those full-time certified staff employees, including but not limited to, vacation leave, sick leave, personal leave, disability leave, and all such other benefits as may from time to time be approved by **BOARD**. Such benefits are subject to change at any time on the same basis as generally changed for all other full-time certified staff employees.

(c) **Other Fringe Benefits:** **SUPERINTENDENT** shall further be entitled to participate in other fringe benefits as may from time be approved by the **BOARD** specifically for **SUPERINTENDENT** or required to be provided **SUPERINTENDENT** by law, but subject to the following:

- (i) The **SUPERINTENDENT** shall be entitled to participate in the Kentucky Teachers Retirement System, but he shall personally pay for that benefit.
- (ii) The **BOARD** shall provide (and pay for) a term life insurance policy in the amount of One Hundred Twenty Thousand and No/100 (\$120,000.00) Dollars with a company chosen by the **SUPERINTENDENT**, but with the maximum amount to be paid by the **BOARD** to be One Thousand Two Hundred and 00/100 (\$1,200.00) annually.

- (iii) The **BOARD** shall provide (and pay for) an accident policy with a company chosen by the **SUPERINTENDENT** but with the understanding that the maximum amount to be paid by the **BOARD** on this policy shall be Five Hundred Fifty and 00/100 Dollars (\$550.00) annually.

Except for such benefits as set forth in this contract, **SUPERINTENDENT** shall be entitled to no further benefits from the **BOARD**, except those specifically required by law or specifically approved by **BOARD** Minutes.

4. **WORKING DAYS.**

(a) **Working Days:** It is understood that the school year, from July 1<sup>st</sup> through June 30<sup>th</sup> during the term of this agreement shall consist of 240 working days. However, ten (10) days of the 240 working days shall be the **SUPERINTENDENT'S** paid vacation time. **NOTE** – for the period from January 1, 2014 to June 30, 2014 the **SUPERINTENDENT** shall be entitled to five (5) days of paid vacation time.

(b) **Absence from Duty:** If the **SUPERINTENDENT** elects to be away from his job for five (5) or more consecutive days he shall obtain approval, in advance, from the **BOARD** for any additional consecutive working days absences.

(c) Days not worked by the **SUPERINTENDENT** shall be noted in the Minutes of the next regularly scheduled Board Meeting after said dates were taken.

5. **EVALUATION OF SUPERINTENDENT.**

Annually, but no later than April 1<sup>st</sup> of each year during the term of this contract, **BOARD** shall review with **SUPERINTENDENT** the **SUPERINTENDENT'S** job performance; **SUPERINTENDENT'S** progress toward goals established by **BOARD** or **SUPERINTENDENT**; the working relationship among the **SUPERINTENDENT, BOARD, staff, students and the community at large**; changes in the annual salary and other terms and conditions of employment for the next school year; and, any other matters relative to the

employment of the **SUPERINTENDENT**. **SUPERINTENDENT** shall annually advise the **BOARD** of this obligation in sufficient time to allow both **SUPERINTENDENT** and **BOARD** to prepare for this evaluation.

6. **TERMINATION OF EMPLOYMENT CONTRACT.**

This Employment Contract may be terminated by:

- (a) Mutual agreement of the parties.
- (b) Retirement of the **SUPERINTENDENT**.
- (c) Disability or death of the **SUPERINTENDENT**.
- (d) **Discharged for Cause:** Discharge for cause shall constitute conduct which is seriously prejudicial to the Hickman County School System, including but not limited to neglect of duty or breach of contract. Notice of discharge for cause shall be given in writing and **SUPERINTENDENT** shall be entitled to appear before the **BOARD** to discuss such causes. If **SUPERINTENDENT** chooses to be accompanied by legal counsel at such meeting, he or she shall bear any cost involved. The meeting shall be conducted in closed, executive session. **SUPERINTENDENT** shall be provided a written decision describing results of the meeting.
- (e) By expiration of its term.

7. **SUPERINTENDENT'S LOYALTY.**

**SUPERINTENDENT** shall devote all of his working time, attention, knowledge and skills exclusively to the business and interests of the **BOARD**. **SUPERINTENDENT** may, however, with **BOARD** approval, undertake consulting work, speaking engagements, writing, lecturing or other activities as long as they do not interfere with the discharge of

**SUPERINTENDENT'S** duties and responsibilities set forth in this employment contract. The **BOARD**, in its sole and absolute discretion, shall determine whether such other work/activities interferes with the discharge of **SUPERINTENDENT'S** duties and responsibilities. Any fee, honorarium, gift or reimbursement for travel expenses received by **SUPERINTENDENT** in performance of such work/activity shall be retained by the **SUPERINTENDENT**. However the **SUPERINTENDENT** shall not recover his costs/travel expenses from both the **BOARD** and the other paying party.

8. **SUPERINTENDENT'S DISABILITY.**

Should the **SUPERINTENDENT** be unable to perform his duties due to physical and/or mental conditions, and upon expiration of all sick leave entitlement, as provided by law or the policies of this **BOARD**, and upon written evaluation by a licensed physician designated by the **BOARD** indicating the inability of the **SUPERINTENDENT** to further perform his job duties, this contract may be terminated by the **BOARD**. The provisions of this paragraph shall not be deemed to affect any other benefits which may be available to the **SUPERINTENDENT**, including but not limited to, those available under the applicable retirement program, health insurance, worker's compensation or otherwise.

9. **SUPERINTENDENT'S DEATH DURING EMPLOYMENT.**

If **SUPERINTENDENT** should die during the term of this employment, **BOARD** shall pay to the estate of **SUPERINTENDENT** the compensation which otherwise would be payable to **SUPERINTENDENT** to the end of the month in which **SUPERINTENDENT'S** death occurs. Thereafter, **BOARD** shall have no further responsibility hereunder and this contract shall automatically terminate effective the last day of the month in which the **SUPERINTENDENT'S** death occurs. This paragraph shall not be deemed to affect any other

benefits which may be available to **SUPERINTENDENT**, including, but not limited to, those available under the applicable retirement program, health insurance, workers' compensation or otherwise.

10. **PROFESSIONAL ACTIVITIES.**

Upon **BOARD** approval, **SUPERINTENDENT** is encouraged to attend appropriate professional education meetings at the local, state and national levels. **BOARD** shall pay all reasonable expenses/costs incurred by **SUPERINTENDENT** during his attendance at such meetings, as allowed by the general policies adopted by **BOARD**. In addition, **BOARD** shall pay the membership fees normally associated with membership in such professional education groups (example: KSBA, NSBA, KASA, NASA).

11. **CIVIL AND COMMUNITY INVOLVEMENT.**

**BOARD** encourages **SUPERINTENDENT** to be "visible" as the chief executive officer of the Hickman County School System. In this regard, **BOARD** will pay the membership dues to one (1) major civic club in the Clinton, Hickman County, Kentucky community.

12. **TENURE.**

**SUPERINTENDENT** acknowledges that he is not eligible for tenure as **SUPERINTENDENT** under Kentucky law. Moreover, neither this contract nor matters regarding **SUPERINTENDENT'S** employment shall be deemed to confer tenure status on **SUPERINTENDENT**, whether express or implied. **SUPERINTENDENT'S** rights as **SUPERINTENDENT** are limited to those in this contract.

13. **MISCELLANEOUS.**

(a) **Governing Law:** This contract has been executed in the state of Kentucky and shall be governed in accordance with the laws of Kentucky in every respect, including all

applicable administrative rules and regulations. This contract is further subject to the BOARD'S policies, rules and regulations as now or hereafter adopted.

(b) **Headings:** Paragraph headings and numbers have been inserted for convenience or reference only. If there shall be any conflict between any such headings or numbers and the test of this contract, the test shall control.

(c) **Exclusive Terms:** This contract contains all the terms agreed upon by the parties with respect to the subject matter hereof and supersedes all prior agreements, contracts, arrangements and communications between the parties concerning such subject matter, whether oral or written, including but not limited to, any prior contract.

(d) **Severability:** The provisions of this contract shall be deemed severable, and the invalidity of any portion hereof shall not affect the validity of the remainder thereof.

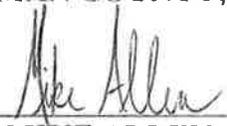
(e) **Binding Effect:** This contract shall be binding upon and inure to the benefit of the respective parties and their respective heirs, legal representatives, successors and assigns.

**IN WITNESS WHEREOF**, the parties hereto have duly executed this Superintendent's Employment Contract, on the day and date first above written.

**BOARD:**

**SUPERINTENDENT:**

**BOARD OF EDUCATION OF  
HICKMAN COUNTY, KENTUCKY**

By:   
**MIKE ALLEN, CHAIRMAN**

  
**CASEY HENDERSON**

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**STATE OF KENTUCKY  
COUNTY OF HICKMAN**

I, the undersigned, a Notary Public in and for the state and county aforesaid, do hereby certify that the foregoing Superintendent's Employment Contract was produced to me in my State and County and was subscribed, sworn to acknowledged and verified before me by **MIKE ALLEN, as CHAIRMAN of the BOARD OF EDUCATION OF HICKMAN COUNTY, KENTUCKY**, who is personally known to me or who produced sufficient identification to prove his identity to me, to be his free act and deed as Chairman of the Board of Education and to be the free act and deed of the Board of Education, for the purpose therein set forth, on this the 8<sup>th</sup> day of January, 2014.

My Commission Expires:  
6-28-17

Susan Farber  
Notary Public, State-at-Large

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**STATE OF KENTUCKY  
COUNTY OF HICKMAN**

I, the undersigned, a Notary Public in and for the state and county aforesaid, do hereby certify that the foregoing Superintendent's Employment Contract was produced to me in my State and County and was subscribed, sworn to, acknowledged and verified before me by **CASEY HENDERSON**, to be his free act and deed, for the purpose therein set forth, on this the 8<sup>th</sup> day of January, 2014.

My Commission Expires:  
6-28-17

Susan Farber  
Notary Public, State-at-Large

**THIS INSTRUMENT PREPARED BY:**

James B. Brien, Jr.

James B. Brien, Jr.  
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