EMPLOYMENT AGREEMENT

This Agreement is made and entered into on the date hereinafter stated by and between the Laurel County Board of Education ("Board"), party of the First Part, and Doug Bennett ("Superintendent"), Party of the Second Part. The Board is entering into this agreement by and through the entire Board Members and by vote at a regular meeting of the entire Laurel County Board of Education on April 27, 2012.

Whereas, this the Laurel County Board of Education and Doug Bennett have agreed to enter into an employment contract as Superintendent of the Laurel County Board of Education for a term beginning at 12:01 a.m., July 1, 2012 to midnight on the 30th day of June 2016. The Board does hereby agree to and has in the minutes of the Laurel County Board of Education, established this term of employment of Doug Bennett as Superintendent of the Laurel County Schools pursuant to KRS 160.350. It is agreed by Doug Bennett to accept this term of employment as Superintendent of the Laurel County Board of Education.

1. That the rate of compensation payable to Doug Bennett is based on the average salary paid to superintendents in the school districts of comparable size, the responsibilities of the Superintendent of the Laurel County Schools and the experience of the Superintendent, the parties have agreed on the amount of one hundred twenty two thousand dollars ($122,000.00), which shall be based on a two hundred and forty day (240) annual salary. The Superintendent shall be entitled to an automatic adjustment of the portion of this salary equivalent to his rank and years of experience as a certified employee, the next fiscal school year equal to the percentage of increase granted to other certified personnel within the Laurel County School District. Compensation shall be deemed to be an annual sum, which sum shall be divided by

twelve (12) equal installments or payments which shall be due and payable on, the same dates upon which other employees of the said Board are paid.

2. That the Board shall reimburse the Superintendent in the same manner as other certified school employees for travel and other expenses incidental to school business, both within and outside of the Laurel County School District, when itemized statements of travel and/or other expenses are submitted to and approved by the Board.
3. It is further agreed that the Board shall either reimburse the Superintendent, or pay directly any dues or memberships to the Kentucky Association of School Administrators and the Kentucky Association of School Superintendents.
4. The Board agrees that the Superintendent is entitled to any and all other benefits paid directly or indirectly or otherwise afforded to any other certified employees of the Laurel County School District, by this Board or the Commonwealth, including but not limited to life and medical insurance premiums and retirement benefits.
5. Similarly, the parties agree that the Superintendent is entitled to any and all other fringe benefits of sick days, personal days, holidays, and all other such fringe benefits, and the accumulation of the same, in the same manner and number as any certified employee of this school district. At the effective beginning time of this contract, Doug Bennett has 232 accumulated sick days that have transferred from the Whitley County School District.
6. The Board further agrees that the Superintendent shall be provided legal counsel of the Laurel County Board Attorney pertaining to matters relating to the business of the Laurel County School District, so long as there is no conflict of interest between the Superintendent and this Board. Such legal counsel shall be for the purpose of advice,

counsel and defending the Superintendent in legal matters pertaining to the performance of his duties and in defense of any claims brought against him in the performance of his duties. In the event of such conflict of interest with this Board, it shall be the responsibility of the Superintendent to secure legal counsel at his own expense. The determination of such conflict of interest shall be determined solely by this Board. In the absence of such a conflict of interest with this Board, the Superintendent shall have the authority to authorize the Board Attorney to perform services on behalf of the Laurel County School District.

7. Doug Bennett presently lives and resides in Corbin, Kentucky. Bennett agrees that he and his family will live and reside in Laurel County, Kentucky not later than nine (9) months of the date of execution of this agreement.
8. This agreement constitutes the entire agreement between the parties hereto and may be modified only in writing signed by both parties.
9. This agreement shall be binding upon this Board and its successors in interest.

Doug Bennett

Date: April 27, 2012

Laurel County Board of Education
Charles Stuber, Chairman and Board Member