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**LETCHER COUNTY SCHOOLS  
Whitesburg, Kentucky  
CONTRACT EMPLOYING SUPERINTENDENT**

**This CONTRACTUAL AGREEMENT, made and entered into this 5<sup>th</sup> day of June, 2013, by and between the BOARD OF EDUCATION OF LETCHER COUNTY (hereinafter the "BOARD"), and TONY A. SERGENT (hereinafter SUPERINTENDENT"), and authorized by action at a lawful meeting of the BOARD held on June 5, 2013.**

**WITNESSETH:**

**NOW, THEREFORE, the BOARD and SUPERINTENDENT, for the consideration herein specified, agree as follows:**

**IT IS AGREED:**

**1. TERM OF EMPLOYMENT**

**SUPERINTENDENT is hereby hired and retained for a term commencing on, July 1, 2013, through June 30, 2017, as Superintendent of Schools for the LETCHER COUNTY SCHOOL DISTRICT.**

**2. DUTIES**

**The duties and responsibilities of the Superintendent shall be all those duties incident to the Office of Superintendent imposed by the law and regulations of the Commonwealth of Kentucky and in keeping with Board policy. Other duties and responsibilities as may be needed from time to time may be assigned to the SUPERINTENDENT by the BOARD.**

**3. OUTSIDE ACTIVITIES**

**SUPERINTENDENT shall devote himself exclusively to his duties.**

**The SUPERINTENDENT and BOARD recognize the advisability, and on occasions the necessity, of the SUPERINTENDENT to attend seminars, courses, or programs conducted or sponsored at the local, state, or national levels. It is understood and agreed that the district shall permit a reasonable amount of time for the SUPERINTENDENT to attend such meetings, for the BOARD to pay for necessary fees and travel and subsistence expenses as may be approved by the BOARD or stipulated in the annual budget, or as may be set forth in local Board policy. This provision shall be limited to seminars, courses, or programs that would be for the benefit of the Letcher County Schools. The BOARD shall have ultimate discretion in determining the SUPERINTENDENT's attendance and the amount of money to defray reasonable and necessary travel and subsistence expenses.**

**However, if the SUPERINTENDENT elects to attend any function, meeting, seminar, or program wherein he is compensated as a lecturer, consultant, or for such attendance, the time involved with such functions shall not be considered as part of the SUPERINTENDENT's required working days and the BOARD shall not pay the SUPERINTENDENT's expenses involved with such functions.**

**4. COMPENSATION**

**The salary shall be Ninety-Nine Thousand One Hundred Twelve Dollars (\$99,112.00) per school year. The salary shall be paid in bi-monthly installments on the same dates as administrators who work twelve (12) months are paid.**

**The BOARD based upon its evaluation of the SUPERINTENDENT, may adjust the salary of the SUPERINTENDENT during the term of this AGREEMENT, provided that in no event shall the SUPERINTENDENT be paid less than the salary specified above. Any such adjustment of salary made during the term of this AGREEMENT shall be in the form of an amendment to this AGREEMENT. Any said adjustment shall become part of this AGREEMENT, but shall not be deemed that the BOARD and SUPERINTENDENT have entered into a new AGREEMENT, nor shall it be deemed that the termination date of the existing AGREEMENT has been extended. Although the SUPERINTENDENT's salary may be increased at the discretion of the BOARD, nevertheless, this provision shall not be construed as an expectation by the SUPERINTENDENT that any such increase will occur. The BOARD shall, at least on an annual basis, conduct an evaluation of the SUPERINTENDENT.**

**5. WORKING DAYS AND BENEFITS**

- a. **Working Days — It is understood and agreed that each school year, from July 1 through June 30 during the term of this AGREEMENT, shall consist of 240 working days. If the SUPERINTENDENT elects to be away from the job for five (5) or more days consecutively, this shall be subject to BOARD approval. Days not worked by the SUPERINTENDENT shall be noted in the minutes of the next regularly-scheduled BOARD meeting after said days are taken.**
- b. **The Superintendent shall be entitled to all benefits applicable to twelve month certified employees.**
- c. **Leaves — The SUPERINTENDENT shall accrue all leave days as authorized by Board Policy for certified employees. Consistent with statutory law, the SUPERINTENDENT shall be permitted to transfer to the district all sick leave accumulated in Kentucky as of June 30, 2013.**

- d. **Expenses** — The BOARD shall pay or reimburse SUPERINTENDENT for reasonable expenses approved by BOARD and incurred by SUPERINTENDENT in the continuing performance of his duties under this AGREEMENT, as determined by the BOARD and according to Board Policy.
  
- e. **Professional and Civic Dues** — The BOARD recognizes the mutual benefits derived by the SUPERINTENDENT and the BOARD of the SUPERINTENDENT's membership in certain professional and civic organizations. The BOARD agrees to pay dues for the Kentucky Association of School Superintendents (KASS), the Kentucky Association of School Administrators (KASA), and one civic club of the SUPERINTENDENT'S choice
  
- f. **Automobile** — The SUPERINTENDENT shall follow BOARD policy for the use of BOARD owned vehicles.
  
- g. **Retirement Benefits** — The SUPERINTENDENT shall have the same retirement benefits as provided certified employees under the Kentucky Teachers Retirement System and as in Board policy.

6. **TERMINATION OF EMPLOYMENT AGREEMENT**

This AGREEMENT may be terminated as per the Board's Policy and shall also include the following:

- a. By expiration of its term;
- b. Mutual agreement of the parties;
- c. Discharge for cause.

7. **BOARD POLICY**

**The SUPERINTENDENT's duties and obligations are governed by Board policy, unless otherwise specifically modified hereinabove.**

**All benefits of the SUPERINTENDENT are specifically spelled out in this AGREEMENT and override any general policy which might be in existence for other employees.**

8. **SAVINGS CLAUSE**

**If, during the term of this AGREEMENT, it is found that a specific clause of the AGREEMENT is illegal under federal or state law, the remainder of the AGREEMENT not affected by such a ruling shall remain in force.**

9. **MISCELLANEOUS**

**This AGREEMENT has been executed in Kentucky, and shall be governed in accordance with the laws of the Commonwealth of Kentucky in every respect.**

**Paragraph headings have been inserted for convenience or reference only, and if there shall be any conflict between any such headings and the text of this agreement, the text shall control.**

**This AGREEMENT shall be executed in duplicate originals.**

**This AGREEMENT contains all of the terms agreed upon by the parties with respect to the subject matter of this AGREEMENT and supersedes all prior agreements, arrangements and communications between the parties concerning such subject matter, whether oral or written.**

In TESTIMONY THEREOF, the BOARD AND SUPERINTENDENT have caused this AGREEMENT to be executed in their respective names, and in the case of the BOARD, by its Chairperson, on the day and year first above written.

BOARD OF EDUCATION OF LETCHER COUNTY

BY: Robert R. Kiser  
CHAIRMAN

ATTEST:

Dellie Cook  
SECRETARY

Troy Gergal  
SUPERINTENDENT

COMMONWEALTH OF KENTUCKY

COUNTY OF LETCHER

Subscribed and sworn to before me by Robert R. Kiser,  
Chairman, Letcher County Board of Education, and on this 5<sup>th</sup> day of June, 2013.

My commission expires: Oct 28, 2013.

Darrell Hall  
NOTARY PUBLIC/STATE AT LARGE

**HAVE SEEN AND AGREED TO:**

Robert R. Kiser

**Robert Kiser, Chairman**

Mendy Boggs

**Mendy Boggs**

William Smith

**William Smith**

Terry Cornett

**Terry Cornett**

Dr. Sam Quillen, Jr.

**Dr. Sam Quillen, Jr.**

**FIRST AMENDMENT TO JULY 1, 2013  
CONTRACT EMPLOYING SUPERINTENDENT**

**This FIRST AMENDMENT TO JULY 1, 2013 CONTRACT EMPLOYING SUPERINTENDENT, made and entered into this 19<sup>th</sup> day of May, 2014 2014, by and between the BOARD OF EDUCATION OF LETCHER COUNTY (hereinafter the "BOARD"), and TONY A. SERGENT (hereinafter SUPERINTENDENT"), and authorized by action at a lawful meeting of the BOARD held on May 19, 2014.**

**WITNESSETH:**

**NOW, THEREFORE, the BOARD and SUPERINTENDENT desire to amend the July 1, 2013 Contract Employing Superintendent;**

**NOW, THEREFORE, the BOARD and SUPERINTENDENT hereby agree as follows:**

**IT IS AGREED:**

- 1. Paragraph 4 of the July 1, 2013 Contract Employing Superintendent (hereinafter referred to as "Contract") is hereby amended to read as follows:**

**COMPENSATION**

**The salary shall be Ninety-Nine Thousand One Hundred Twelve Dollars (\$99,112.00) per school year. The salary shall be paid in bi-weekly installments on the same dates as administrators who work twelve (12) months are paid.**

**The BOARD based upon its evaluation of the SUPERINTENDENT, may adjust the salary of the SUPERINTENDENT during the term of the**

**CONTRACT, provided that in no event shall the SUPERINTENDENT be paid less than the salary specified above. Any such adjustment of salary made during the term of the CONTRACT shall be in the form of an amendment to the CONTRACT. Any said adjustment shall become part of the CONTRACT, but shall not be deemed that the BOARD and SUPERINTENDENT have entered into a new CONTRACT, nor shall it be deemed that the termination date of the existing CONTRACT has been extended. Although the SUPERINTENDENT's salary may be increased at the discretion of the BOARD, nevertheless, this provision shall not be construed as an expectation by the SUPERINTENDENT that any such increase will occur. The BOARD shall, at least on an annual basis, conduct an evaluation of the SUPERINTENDENT.**

**The SUPERINTENDENT shall receive the same annual percent increase in salary as the across the board increase provided to other certified employees of the district beginning with the 2013-2014 school year and continuing annually thereafter during the term of the CONTRACT.**

- 2. Paragraph 5a. of the July 1, 2013 Contract Employing Superintendent is hereby amended to read as follows:**

**WORKING DAYS AND BENEFITS**

**Working Days ——— It is understood and agreed that each school year, from July 1 through June 30 during the term of the CONTRACT, shall consist of 240 working days.**

3. It is further agreed that nothing contained in this AMENDMENT shall be construed to mean that this AMENDMENT is an extension of the original CONTRACT between the parties hereto.
4. It is further agreed that all other terms of the original CONTRACT between the parties hereto shall remain as is except as modified herein.
5. The parties enter into this CONTRACT to the extent authorized by law.

In TESTIMONY THEREOF, the BOARD AND SUPERINTENDENT have caused this Amendment To CONTRACT to be executed in their respective names, and in the case of the BOARD, by its Chairperson, on the day and year first above written.

**BOARD OF EDUCATION OF LETCHER COUNTY**

BY: William Smith  
CHAIRMAN

ATTEST:

Dellie Cook  
SECRETARY

Tony Sargent  
SUPERINTENDENT

**COMMONWEALTH OF KENTUCKY  
COUNTY OF LETCHER**

Subscribed and sworn to before me by WILLIAM SMITH, Chairman, Letcher County Board of Education, and attested by the Letcher County Board Secretary, DEBBIE COOK, on this 19 day of May, 2014.

My commission expires: 12-21-2014.

  
NOTARY PUBLIC/STATE AT LARGE

**COMMONWEALTH OF KENTUCKY  
COUNTY OF LETCHER**

Subscribed and sworn to before me by TONY A. SERGENT, Superintendent, Letcher County Board of Education, on this 19 day of May, 2014.

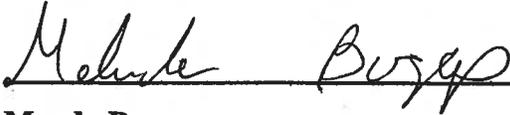
My commission expires: 12-21-2014.

  
NOTARY PUBLIC/STATE AT LARGE

**HAVE SEEN AND AGREED TO:**

  
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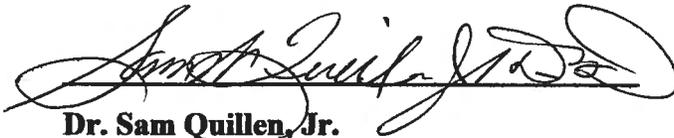
**William Smith, Chairman**

  
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**Mendy Boggs**

  
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**Terry Cornett**

  
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**Dr. Sam Quillen, Jr.**

  
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**Robert Kiser**