

**MARTIN COUNTY BOARD OF EDUCATION
INEZ, KENTUCKY**

CONTRACT EMPLOYING SUPERINTENDENT

This Agreement, made and entered into, effective July 1, 2013, by and between THE BOARD OF EDUCATION OF MARTIN COUNTY, KENTUCKY (hereinafter referred to as the "BOARD"), and STEVEN C. MEADOWS (herein referred to as the "SUPERINTENDENT"), and authorized by action at the lawful meeting of the Board held on the 7th day of May, 2013.

The Board and Superintendent, for the consideration hereinafter specified, agree as follows:

- I. TERM OF EMPLOYMENT: Superintendent is hereby employed for a term commencing on the 1st day of July, 2013, and ending on June 30, 2017 as Superintendent of the Martin County Schools.
- II. DUTIES: The duties and responsibilities of the Superintendent shall be all of those duties incident to the Office of Superintendent imposed by the laws and regulations of the Commonwealth of Kentucky and in keeping with the policies of the Board, and such other duties and responsibilities as may be assigned to the Superintendent from time to time by the Board.
- III. OUTSIDE ACTIVITIES: Superintendent shall devote his time, attention and energy to the business of the Martin County Schools.

The Superintendent and Board recognize the advisability and on occasion the necessity of the Superintendent to attend seminars, courses or programs conducted or sponsored at the local, state or national levels. The Board shall permit a reasonable amount of time for the Superintendent to attend such meetings and agree to pay the necessary fees, travel and subsistence expenses as it may approve or as may be provided for in local Board policy. The attendance herein provided for shall be limited to seminars, courses or other programs that will benefit the Martin County School System and the Board shall have ultimate discretion in determining the Superintendent's attendance and the amount of money to be provided to the Superintendent to defray reasonable and necessary travel and subsistence expenses.

Should the Superintendent attend any function, meeting, seminar or program where his attendance is paid for by a third party or for which he is compensated as a lecturer or consultant, the time spent away from the school system while attending such function shall not be considered as part of his 240 required working days and the Board shall not be required to pay the Superintendent's expenses incurred as result of such attendance.

- IV. COMPENSATION: The salary of the Superintendent shall be One Hundred Ten Thousand Dollars (\$110,000.00) per school year. The salary shall be paid in bi-monthly installments on the same dates that administrators who work 12 months are paid. In the event all other certified employees of the Board, as a group, are granted an annual increase or increases in salary during the term of this agreement, the Superintendent shall also receive an increase in his annual salary equal in percentage to that given by the Board to all of its other certified employees.

In addition, the Board, based upon its evaluation of the Superintendent, may increase the salary of the Superintendent during the term of this Agreement. Any such salary increase shall be in the form of an amendment to this Agreement, but shall not serve to extend the term hereof. Any potential increase in the Superintendent's salary other than the potential annual increase in salary equal to that given to all certified employees of the Board as set out in the immediately preceding paragraph, shall be at the sole discretion of the Board and this paragraph which provides for potential salary increases based upon the Superintendent's evaluation shall not be construed as an expectation by the Superintendent that any such increase will occur. In no event shall the salary of the Superintendent be lower than that provided for in this paragraph. The Board shall, on an annual basis, conduct an evaluation of the Superintendent and devote a portion of least one meeting annually to an evaluation of the Superintendent's performance and to a discussion of the working relationship between the Superintendent and the Board.

V. WORKING DAYS AND BENEFITS:

- a. Working Days. It is understood and agreed that each school year during the term of this Agreement shall begin on July 1st and extend through June 30th and shall consist of 240 working days.
- b. Sick Leave & Personal Days. The Superintendent shall receive eleven (11) sick leave days and three (3) personal leave days per school year. All days not used in any school year shall accumulate without limit and shall, on June 30th of each year, be transferred and credited to the Superintendent's sick leave account.
- c. Leaves. The Superintendent shall accrue all leave days as authorized by Board policy for certified employees.
- d. Health Insurance. The Superintendent has elected to waive health insurance coverage in favor of the Humana Flex Spending Account.

- e. Expenses. The Board shall pay or reimburse the Superintendent for reasonable expenses approved by the Board and incurred in the continuing performance by the Superintendent of his duties under this Agreement.
 - f. Professional and Civic Dues. The Board recognizes the mutual benefits derived by reason of the Superintendent's membership in certain professional and civil organizations. The Board agrees to pay dues up to a maximum of One Thousand Dollars (\$1000.00) per year for the Superintendent for membership in the American Association of School Administrators, the Kentucky Association of School Superintendents, the Kentucky Association of School Administrators, Kentucky Education Association and one civic club of the Superintendent's choice.
 - g. Automobile expenses. The Superintendent shall be reimbursed for out of district mileage as specified in Board policy.
 - h. Retirement benefits. The Superintendent shall have the same retirement benefits as provided to certified employees under the Kentucky Teachers Retirement System and as contained in Board policy.
 - i. Computer Equipment and Cellular Telephone. The Board shall provide, at its expense, the Superintendent with computer equipment, internet services and other necessary communication services which will permit the Superintendent to perform the duties of his office while at home or traveling.
- VI. RELOCATION ALLOWANCE: The Board shall pay the Superintendent the sum of Two Thousand Five Hundred Dollars (\$2,500.00) toward the expense of relocating himself and his family to Martin County.
- VII. BOARD POLICY: The Superintendent's duties and obligations are governed by Board policy unless otherwise specifically modified herein. All employment benefits provided to the Superintendent are as specifically enumerated in this Agreement and shall supersede any general policy applicable to other employees of the Board.
- VIII. TERMINATION OF EMPLOYMENT AGREEMENT: This Agreement may be terminated as specified in the Board's policy and shall also be subject to termination as follows:
- a. By expiration of the term of this Agreement;
 - b. Mutual agreement of the parties in writing; or
 - c. Discharge for cause.
 - d. Inability to perform the duties of the Office of Superintendent.

IX. NOTICE:

Any notice or communication permitted or required under the terms of this Agreement shall be in writing and shall become effective on the day of mailing thereof by registered or certified mail, postage prepaid and addressed:

If to the Board, addressed to:

Craig Preece, Chairman, Board of Education
Martin County Schools
104 East Main Street
Inez, Kentucky 41224

or current address of the Board of Education.

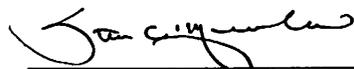
If to Superintendent, addressed to:

Steven C. Meadows
2799 South Highway 211
Salt Lick, Kentucky 40321

X. SAVINGS CLAUSE. If, during the term of this Agreement, it is found that a specific clause hereof is illegal or otherwise unenforceable, the remainder of the Agreement not affected thereby shall remain in full force and effect.

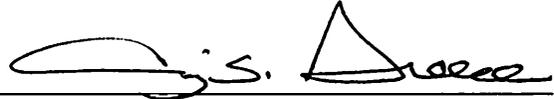
XI. MISCELLANEOUS. This Agreement, which shall be executed in duplicate originals, contains all of the terms agreed upon by the parties with respect to the subject matter hereof and supersedes all prior agreements, arrangements, understandings and communications between the parties concerning the subject matter hereof, whether oral or written and shall be construed in accordance with the laws of the Commonwealth of Kentucky.

IN WITNESS WHEREOF, the Board and Superintendent have caused this Agreement to be executed in their respective names and in the case of the Board, by its chairman, this 7th day of May, 2013.



STEVEN C. MEADOWS
SUPERINTENDENT

MARTIN COUNTY BOARD OF
EDUCATION



CRAIG PREECE
CHAIRMAN

COMMONWEALTH OF KENTUCKY

COUNTY OF MARTIN, SCT.

The foregoing Instrument was duly acknowledged before me by Steven C. Meadows,
Superintendent, this 7th day of May, 2013.

My Commission expires: August 2013.


Notary Public

COMMONWEALTH OF KENTUCKY

COUNTY OF MARTIN, SCT.

The foregoing Instrument was duly acknowledged before me by Craig Preece, Chairman,
Martin County Board of Education this 7th day of May, 2013.

My Commission expires: Aug. 2013.


Notary Public