

**MURRAY INDEPENDENT SCHOOL DISTRICT**  
**BOARD OF EDUCATION**  
**AMENDED AND RESTATED SUPERINTENDENT'S CONTRACT**

This Amended and Restated Superintendent's Contract is made and entered into by and between the Murray Independent School District Board of Education ( hereafter referred to as Murray) and Robert L. Rogers, of Murray, Kentucky, hereinafter referred to as Superintendent. The parties had previously entered into a Superintendent's Contract on or about March 12, 2011, and this instrument supercedes and replaces same in its entirety.

**1. CERTIFICATION** Superintendent presently holds a certificate in administration and supervision as required by Kentucky law, with such certificate complying with Kentucky school law minimum requirements for Superintendents.

**2. TERM.** Superintendent does hereby contract and agree with the Murray Independent Board of Education to act as Superintendent of Schools for Murray for a period of three (3) years beginning July 1, 2011, and expiring June 30, 2014, unless sooner terminated by the Board, in accordance with the Common School Laws and Rules and Regulations prescribed in pursuance thereof by the State Board of Education.

**3. SALARY** For each year throughout the Term of this Contract, is agreed that the Superintendent shall be annually paid in an amount equal to the daily wage threshold as determined by the Kentucky Teacher Retirement System (hereafter, KTRS) for state retirees who continue to be employed. This amount is typically established in June of each year. The intent of this salary provision is such that Superintendent, while employed by Murray, will continue to receive his Kentucky Teacher's Retirement. Each year, throughout the Term of this Contract, Murray and Superintendent will establish the annual rate of pay within forty five (45) days of receipt of the daily wage threshold amount from KTRS.

**4. DUTIES** It is further agreed that the Superintendent shall devote such time as is necessary to the discharge of his duties as hereinafter set forth and under the applicable state statutes and the rules and regulations of Murray. He shall be the Secretary of the Board; chief executive

officer of the district, shall direct and assign teachers and other employees of the schools under his supervision; shall recommend all personnel; shall from time to time suggest regulations, rules and procedures deemed necessary for the well ordering of the school district and in general perform all duties incident to the office of Superintendent and such other duties as may be prescribed by the Board and required by applicable Kentucky Revised Statutes. Superintendent shall attend all Board meetings, except when his own tenure, salary, or the administration of his office is under consideration. Additionally, Superintendent shall serve as an ex-officio member of all School Board committees and provide administrative recommendations on each item of business considered by each of these groups.

#### **5. OTHER REMUNERATION**

A. Board Vehicle: In addition to the compensation set forth herein, Superintendent shall be permitted to use a Murray owned vehicle for transportation throughout the term of this Agreement for school related activities.

B. KTRS Contribution: Furthermore, and throughout the term of this Agreement, Murray will make Superintendent's contribution to the Kentucky Teacher Retirement System and any professional dues to the Kentucky Association of School Administrators and Kentucky Association of School Superintendents, as each comes due.

C. Days Worked/Vacation Time: For the duration of this Contract, Superintendent shall work 240 days comprised as follows: 15 days paid vacation and 225 actual work days. In addition, Superintendent shall receive 21 days of unpaid vacation. If Superintendent elects to retire at the conclusion of this Contract and he possesses any unused sick time, Murray agrees to pay Superintendent a sum equal to thirty percent (30%) of the monetary value of such unused sick time during the fiscal year immediately following the last year worked by Superintendent, in accordance with Murray's normal payroll practices.

D. Other Benefits: In addition to the compensation set forth herein, Superintendent shall have the same benefits as other school administration employees. Murray will

also pay the difference between the state allowance for a single health plan and the selected PPO "A" level family plan and, subject to availability, procure a \$100,000.00 term life insurance policy for Superintendent's benefit. In addition, Murray will pay Superintendent's Rotary Club dues in an amount not to exceed \$600.00 per year.

**IN WITNESS WHEREOF**, the parties have hereunto caused the execution of this agreement to be effective on this the 25<sup>th</sup> day of June, 2013.

**SUPERINTENDENT**

*Robert L. Rogers*  
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ROBERT L. ROGERS

**MURRAY INDEPENDENT SCHOOL DISTRICT BOARD OF EDUCATION**

*Richard H. Crouch*  
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RICHARD CROUCH, CHAIRMAN

STATE OF KENTUCKY  
COUNTY OF CALLOWAY

Subscribed, sworn to and acknowledged before me by Richard Crouch, as Chairman of the Murray Independent School District Board of Education, and Robert L. Rogers, Superintendent, effective on this the 25<sup>th</sup> day of June, 2013. My Commission Expires: 9-11-2016

*Albina J. [Signature]*  
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Notary Public State at Large