

MURRAY INDEPENDENT SCHOOL DISTRICT
BOARD OF EDUCATION
SUPERINTENDENT'S CONTRACT

This 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.

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 four (4) years beginning July 1, 2014, and expiring June 30, 2018, unless sooner terminated by the Board or the retirement of the Superintendent, 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.

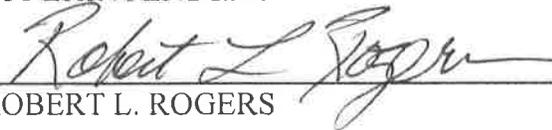
B. KTRS Contribution: Furthermore, and throughout the term of this Agreement, Murray will make Superintendent's contribution to the Kentucky Teacher Retirement System and any professional dues to the Kentucky Association of School Administrators and Kentucky Association of School Superintendents, as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

C. Days Worked/Vacation Time: For the duration of this Contract, Superintendent shall work 240 days comprised as follows: 20 days paid vacation and 220 actual work days. In addition, Superintendent shall receive 21 days of unpaid vacation.

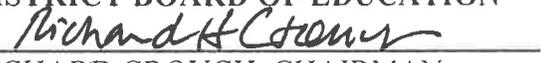
D. Other Benefits: In addition to the compensation set forth herein, Superintendent shall have the same benefits as other school administration employees. Murray will also pay the difference between the state allowance for a single health plan and the selected PPO "A" level family plan and, subject to 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 13th day of March, 2014.

SUPERINTENDENT

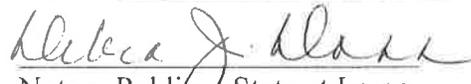

ROBERT L. ROGERS

MURRAY INDEPENDENT SCHOOL DISTRICT BOARD OF EDUCATION


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, on this the 13th day of March, 2014. My Commission Expires: 9-11-2016

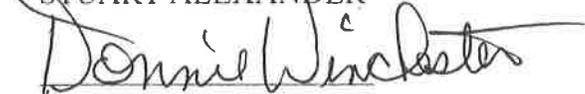

Notary Public - State at Large

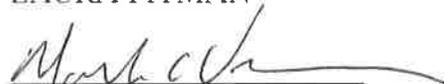
We have reviewed and voted for this contract in open session on March 13, 2014.


RICHARD CROUCH


STUART ALEXANDER


LAURA PITMAN


DONNIE WINCHESTER


MARK VINSON



MURRAY INDEPENDENT SCHOOL DISTRICT

BOARD OF EDUCATION
Richard Crouch, Chairman
Stuart Alexander, Vice-Chairman
Laura Pitman
Mark Vinson
Donnie Winchester

208 South 13th Street
Murray, Kentucky 42071
PH 270.753.4363 FX 270.759.4906

Bob Rogers, Superintendent of Schools &
Secretary of the Board of Education

Dr. Crouch,

Due to sections of the Affordable Care Act (ACA) regarding non-discrimination requirements, as of July 2014, please delete the section of my contract which indicates the Board will provide a family plan insurance policy. As an alternative, the Board agrees to reimburse a like amount toward housing expenses.

Bob Rogers

**Bob Rogers
Superintendent**

This was discussed and approved at the July 19, 2014, special meeting of the Murray Board of Education.

Richard H. Crouch

Richard Crouch, Chair

Mark Vinson

Mark Vinson

Stuart Alexander

Stuart Alexander, Vice Chair

Donnie Winchester

Donnie Winchester

Laura Pitman

Laura Pitman

AMENDMENTS TO SUPERINTENDENT'S CONTRACT

These are amendments to the Murray Independent School District Board of Education Superintendent's Contract that was entered into between the Board and the Superintendent on March 13, 2014.

The Board and the Superintendent agree to amend Paragraph 5.C. of the Contract, effective July 1, 2015, to read as follows:

"C. Days Worked/Vacation Time: Effective July 1, 2015, and for 2015-2016, the contract will be for 230 days as follows: 210 work days, 20 paid vacation days, and 31 unpaid days. The remaining two years of the contract will be for 220 days as follows: 200 work days, 20 paid vacations days, and 41 unpaid days."

The Board and the Superintendent agree to amend Paragraph 5.D. of the Contract to read as follows:

"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 reimburse Superintendent an amount toward housing expenses equal to the difference between the state allowance for a single health plan and the selected PPO "A" level family plan. Further, subject to availability, Murray will procure a \$100,000 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 per year.~~" *MHC*

RJR

~~The Board and Superintendent agree to amend the contract on page 3 as it relates to the payment of the Superintendent's dues for membership of the Rotary Club to read as follows:~~

RJR

RJR

~~"Murray will pay Superintendent's dues to the Murray Rotary Club."~~

RJR

RJR

IN WITNESS WHEREOF, the parties have hereunto caused the execution of this amendment to be effective on this 9th day of JUNE, 2015.

SUPERINTENDENT

Robert L. Rogers
ROBERT L. ROGERS

MURRAY INDEPENDENT SCHOOL DISTRICT BOARD OF EDUCATION

Richard H. Crouch
RICHARD CROUCH, CHAIRMAN

STATE OF KENTUCKY
COUNTY OF CALLOWAY

Subscribed, sworn to, and acknowledged before me by Robert L. Rogers, Superintendent,
on this the 9 day of June, 2015.
My commission expires: 9/11/2016.


Notary Public, State-at-Large

STATE OF KENTUCKY
COUNTY OF CALLOWAY

Subscribed, sworn to, and acknowledged before me by Richard Crouch, Chairman of
Murray Independent School District, on this 9 day of June, 2015.
My commission expires: 9/11/2016.


Notary Public, State-at-Large

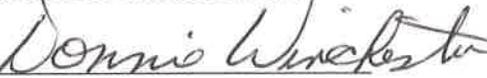
We have reviewed and voted for this amendment in open session on the 9th day of
June, 2015.


RICHARD CROUCH


LAURA PTIMAN


MARK VINSON


STUART ALEXANDER


DONNIE WINCHESTER