

**SUPERINTENDENT'S CONTRACT**  
**NICHOLAS COUNTY SCHOOLS**  
**COMMONWEALTH OF KENTUCKY**  
**CARLISLE, KENTUCKY**

This agreement is made and entered into this 19<sup>th</sup> day of May, 2014. It is hereby agreed by and between the Nicholas County Board of Education located in Carlisle in the state of Kentucky (hereinafter called the Board) and Marty Feltner (hereinafter called the Superintendent) that the said Board in accordance with its action as found in the minutes of the meeting on the 19<sup>th</sup> day of May, 2014 has and does hereby employ the said Marty Feltner as Superintendent of Schools for a four (4) year period commencing July 1, 2014 and expiring on June 30, 2018. Both parties agree that said Superintendent shall perform the duties of Superintendent in accordance with the common school laws and rules and regulations prescribed in pursuance thereof by the Kentucky State Board of Education and the Kentucky Revised Statutes Chapter 160 and other applicable law.

**WITNESSETH**

The applicable annual salary for the term of this contract shall be as indicated in the table below plus full parent-plus health insurance, with prospective pay raises as provided herein below. The annual salary shall be paid in twenty-four equal installments.

<b>July 1, 2014 through June 30, 2015</b>	<b>\$ 97,000</b>
<b>July 1, 2015 through June 30, 2016</b>	<b>\$ 97,000*</b>
<b>July 1, 2016 through June 30, 2017</b>	<b>\$ 97,000*</b>
<b>July 1, 2017 through June 30, 2018</b>	<b>\$ 97,000*</b>

That the Superintendent is contracted to work 240 days per year and is considered a full-time annual employee. The Superintendent shall have holidays and other days off throughout the school year provided for other twelve month certified employees. The Superintendent shall accrue all leave days as authorized by Board policy for certified employees.

District agrees that it shall defend, hold harmless, and indemnify Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against Superintendent in his individual capacity, or in his official capacity as agent and employee of the District, provided the incident arose while said Superintendent was acting within the scope of his employment and excluding criminal litigation and as such liability coverage is within the authority of the Board to provide under state law. Except that, in no case, will individual board members be considered personally liable for indemnifying said Superintendent against such demands, claims, suits, actions and legal proceedings.

If, in the good faith opinion of the Superintendent, a conflict exists as regards the defense of a claim between the legal position of the Superintendent and the legal position of the said District, the Superintendent may, with the approval of the Board, engage counsel of his own choosing and the District shall indemnify said Superintendent for the costs of his defense as permitted by state law.

Included in the duties of the Superintendent is and shall be the requirement of said Superintendent to serve as the Secretary of the Board without additional compensation.

That throughout the term of this Contract the Superintendent shall be subject to discharge for good and just causes, provided the Board does not arbitrarily or capriciously call for his dismissal and that the Superintendent shall have the right to service of written charges, notice of hearing and a fair hearing before the Board.

The Board shall pay directly or reimburse the Superintendent for his costs of membership in professional and local organizations up to but not to exceed the sum of \$1000 annually in membership costs.

The Board shall pay directly or reimburse the Superintendent for travel, meals, accommodations and registration fees for relevant state and national conferences as approved by the Board.

\*The Superintendent shall receive the same fringe benefits and pay raises as are afforded other certified administrative and instructional personnel in the school system.

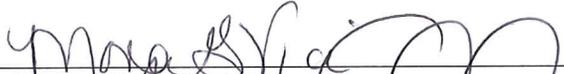
The Board shall provide to the Superintendent full parent-plus health care benefits. The parent-plus health care program shall be determined by the Superintendent from the health programs that are made available through staff insurance programs made available to all employees.

The Board shall include the Superintendent as a named insured on all policies of liability insurance and errors and omissions insurance offered through the auspices of the Board Insurance Carrier and carried by the Board, on the same terms and conditions as said insurance applies to members of the Board while serving in office. The premium therefore shall be paid by the Board.

As a condition of employment the Superintendent, as provided for herein, shall continue to hold his certificate of administration and supervision as required by law in the form of Continuing Certification for Superintendentcy; failure to so hold shall void this agreement.

Understood, agree to and entered into by the undersigned Superintendent individually and the Board by resolution of the Board at a duly called and held meeting where a quorum was present, this day and year first above written.

**NICHOLAS COUNTY BOARD OF EDUCATION**

BY:   
Mona Vice, Chairperson

  
Marty Feltner, Superintendent & Secretary

Note: One copy of this Contract shall be filed with the Office of District Support Services, Kentucky Department of Education  
One copy shall be retained for the Secretary's personal file.