

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

This agreement is made and entered into this 20th day of July, 2009. It is hereby agreed by and between the Nicholas County Board of Education of the located in Carlisle in the state of Kentucky (hereinafter called the Board) and Gregory A. Reid (hereinafter called the Superintendent) that the said Board in accordance with its action as found in the minutes of the meeting on the 20<sup>th</sup> day of July, 2009 has and does hereby employ the said Gregory A. Reid as Superintendent of Schools for an additional four (4) year period commencing July 1, 2010, at the conclusion of the final year of the current contract, and expiring on June 30, 2014. 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 2009-2010 school year shall be as indicated in the table below plus full family health insurance. The annual salary shall be paid in twenty-four equal installments.

<b>July 1, 2010 through June 30, 2011</b>	<b>\$ 106,000</b>
<b>July 1, 2011 through June 30, 2012</b>	<b>\$ 111,000</b>
<b>July 1, 2012 through June 30, 2013</b>	<b>\$ 117,000</b>
<b>July 1, 2013 through June 30, 2014</b>	<b>\$ 123,000</b>

That the Superintendent is contracted to work 240 days per year and is considered a full-time annual employee. That the Superintendent shall be entitled to ten (10) days of paid vacation each school year, which may be accumulated according to Board policy during the term of this contract. Upon non-renewal of this contractual agreement, the Superintendent shall be paid the value of any unused vacation days. 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 Board having authorized use of a school vehicle to the Superintendent to be used by the Superintendent in the course and scope of his duties. The insurance for the vehicle will be added to the District Fleet Insurance.

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

The Board shall provide to the Superintendent full family health care benefits. The family 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.

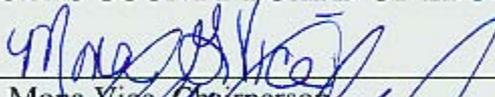
The Board shall include the Superintendent as a named insured on all policies of liability insurance and errors and omissions insurance offered through the auspices of the Kentucky School Boards Association and carried by the Board, on the same terms and conditions as said insurance applies to members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

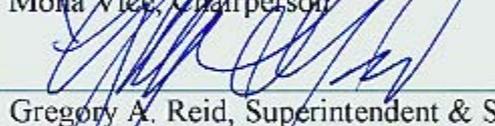
As a condition of employment the Superintendent, as provided for herein, the Superintendent shall continue to hold his certificate of administration and supervision as required by law in the form of Continuing Certification for Superintendency, failure to so hold shall void this agreement.

The parties hereto mutually agree that the failure to notify the other in writing no later than February 28<sup>th</sup> in the last year of this Contract of the intent of either, The Board not to renew the Contract or the Superintendent that he will not enter into another Contract with the Board for the same position, will have the effect of automatically extending the said contract for one additional year.

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 Vies, Chairperson

  
Gregory A. Reid, 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.