SUPERINTENDENT'S CONTRACT
KRS 160.350

THIS CONTRACT of employment is entered into by and between the Board of Education of the **Paris Independent School District** (hereinafter "the Board"), located in Bourbon County, Kentucky, and **Ken Bicknell** (hereinafter "the Superintendent"), for the position of superintendent of schools.

The Board agrees to employ the Superintendent for a term of two (2) years, beginning on **July 1, 2016**, and ending on **June 30, 2018** The parties agree that the terms of employment shall be as follows:

IT IS AGREED that Ken Bicknell shall receive an annual salary of One Hundred Thousand Dollars ($100,000.00) per year to be paid in regular monthly installments out of the school fund of said district for two hundred forty (240) days per year.

1. The Superintendent agrees to devote the time, skill, labor, and attention necessary to perform well and faithfully the duties of Superintendent and executive agent and professional advisor to the Board, as set out by law, regulation, policy and this contract.
2. The Superintendent shall furnish throughout the term of this contract a valid and appropriate license, issued by the certification authority in Kentucky, to act as superintendent.
3. The Superintendent, with prior approval from the Board, may undertake consultative work, speaking engagements, lecturing, writing, or other professional duties and obligations, which do not impede or conflict with the Superintendent's duties.
4. The Board shall annually provide the Superintendent with an evaluation based upon a mutually agreed upon process, which shall include periodic opportunities to review and discuss the Superintendent's performance and Superintendent/Board relations, at reasonable times as determined by the Board.
5. The Superintendent shall be reimbursed for mileage for the use of privately owned vehicle at the board approved rate, and other normal travel expenses incurred while traveling on district business, when an itemized statement of expenses is submitted to and approved by the Board.
6. Irrespective of any merit based adjustment in the salary during the terms of this Contract, the Superintendent shall receive an increase each school year of this Contract by an amount of at least equal to the greatest percentage increase received by any certified employee on any one rank and step of the district salary schedule.
7. The Superintendent shall attend all professional training sessions required by law, and other appropriate meetings and conferences at the local, state, and national levels. The Board shall reimburse the Superintendent for actual expenses incurred while attending these professional activities, including payment of dues in appropriate professional organizations of the Superintendent's choosing, which sponsor such professional activities. IT IS AGREED that the Board will pay the superintendent's membership to Kentucky Association of School Administrators (KASA) and Kentucky Association of School Superintendents (KASS).
8. The Superintendent shall make all reasonable efforts to secure capable and qualified candidates for all available positions in the District, which are subject to appointment by the Superintendent.
9. Absent mutual agreement, this contract may be terminated by the Board only upon a showing of legal cause and in accordance with statutory procedures. The Board shall fairly consider

releasing the Superintendent from this contract should the Superintendent receive an opportunity for professional advancement.

10. Should any nontaxable fringe benefit provided to the Superintendent pursuant to this contract become taxable to the Superintendent during the term of the contract, the Board shall pay additional compensation to the Superintendent at a rate that will maintain the Superintendent's level of contracted compensation.
11. The Board agrees that it shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in his individual capacity or in his official capacity as agent and employee of the Board, provided the incident arose while the Superintendent was acting within the scope of employment. If in the good faith opinion of the Superintendent a conflict exists regarding the defense to any such claim between the legal position of the Superintendent and that of the Board, the Superintendent may engage counsel, in which event the Board shall indemnify the Superintendent for the cost of legal defense.

THIS article of agreement made and entered into this 22th day of April, 2016.

PARIS INDEPENDENT BOARD OF EDUCATION

Chairperson Sharon B. Fields

Superintendent _____

NOTE: One copy of this contract is to be filed with the Bureau of Administration and Finance, Dept. of Education. One copy is for Superintendent's personnel file.

Revised 4/22/2016