SUPERINTENDENT'S CONTRACT
(KRS 160.350)

THIS CONTRACT of employment is entered into by and between the Board of Education of the Rockcastle County School District (hereinafter "the Board"), located in Rockcastle County, Kentucky, and David A Pensol (hereinafter "the Superintendent"), for the position of superintendent of schools.

The Board agrees to employ the Superintendent for a term of four (4) years, beginning on July 1, 2012 and ending of June 30, 2016. This period represents the timeframe approved by the Board at its meeting on March 6, 2012, and reflected in the minutes thereof. The parties agree that the terms of employment shall be as follows:

1. The annual salary of the Superintendent shall be One Hundred Thirteen Thousand Five Hundred Dollars ($113,500.00) per year, payable in equal monthly installments on the same dates as administrators who work twelve (12) months are paid. The salary in each subsequent year shall be increased by an amount equal to the percentage increase approved by the Board as the increase to the district salary schedule for certified employees.

2. This contract requires the services of the Superintendent for two-hundred-forty (240) days per year. The Superintendent shall, upon request, provide the Board with a schedule of actual and proposed workdays for the current contract year.

3. 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.

4. 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.

5. 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.

6. 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.

7. The Superintendent shall receive thirteen (13) days leave per year for illness, bereavement, or personal emergency. All days not used in any year shall accumulate without limit, and shall be considered sick leave, subject to all board policies that apply to sick leave for other certified personnel.

8. The Board agrees to reimburse the Superintendent for the amount paid into the Kentucky Teachers Retirement System (KTRS) at the rate of 10.355% of the salary amount ($113,500.00) to be paid monthly on the same dates as administrators who work twelve (12) months are paid.

9. 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 subject to limitations on expense reimbursement as required by law and regulation.

10. The Board shall pay the Superintendent for mileage of personal vehicle use for all miles driven outside the county in connection with duties required under contract at the same per mile rate as all other certified personnel.

11. 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.

THIS CONTRACT shall be invalid if the Superintendent is under contract with another board of education in this state covering the same period of time, or any portion thereof, until the other contract is terminated or the Superintendent obtains a release.

Dated this 6 day of March, 2012

By David A. Pensol
Superintendent

Dated this 6 day of MARCH, 2012

By Martin E. Vanzant
Chairman, Board of Education