

Contract of Superintendent of Taylor County School 7/1/2013-6/30/2017

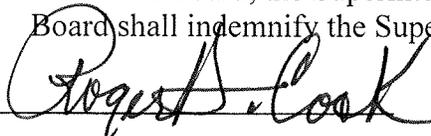
THIS CONTRACT of employment is entered into by and between the Board of Education of the Taylor County School District (hereinafter "the Board"), located in Taylor County, Kentucky, and Roger D. Cook "the Superintendent"), for the position of superintendent of schools.

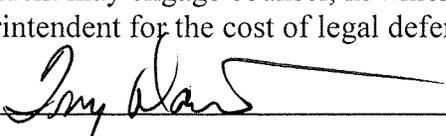
The Board agrees to employ the Superintendent for a term of four years, beginning on July 1, 2013, and ending on June 30, 2017. The parties agree that the terms of employment shall be as follows:

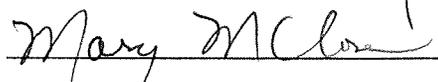
1. The initial annual salary of the superintendent shall be One Hundred Sixty Thousand dollars (\$160,000.00) per year, payable in equal installments. The parties shall annually agree to modification of this salary, provided the salary in each subsequent year shall be increased by an amount at least equal to the greatest percentage increase received by any certified employee on any one rank and step of the district salary schedule. Within thirty (30) days after the first date permitted for renewal of this contract pursuant to state law, the Board shall renew the contract, or shall notify the Superintendent of its intent not to renew the contract.
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, may undertake speaking engagements, lecturing, writing, or other professional duties and obligations as long as these engagements/events promote the Taylor County Schools.
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 20 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 personnel.
8. The Board shall reimburse the Superintendent personal vehicle wear and tear allowance of seven hundred dollars (700.00) per month for business purposes, both inside and outside the district. The Superintendent shall be reimbursed for other normal travel expenses including mileage incurred while traveling on district business, when an itemized statement of expenses is submitted to and

approved by the Board. The Superintendent will be reimbursed 100 percent of the cost of KTRS Contribution and the superintendent will be provided vision, dental and health insurance (not to include life insurance)the Superintendent will be provided with any electronic, computer or digital equipment he deems necessary to carry out his duties as superintendent this is to include a cell phone and cell phone package, laptops, tablets internet service or any media/electronics that he deems necessary to carry out the function of the Superintendent position.

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, including payment of dues in appropriate professional organizations of the Superintendent's choosing, which sponsor such professional activities.
10. 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.
11. The Superintendent, as executive agent of the Board, shall be in charge of the educational and business affairs of the district. The Board as a body and its members individually, shall refer all appropriate matters to the Superintendent for study and recommendation. Nothing in this section shall be construed as preventing the Board from acting in any matter in which it is entitled to act by law.
12. 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.
13. 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.


Signature of Superintendent


Signature of Chairman of the Board

 ID# 435414
Signature of Notary My commission expires 11/25/2015