

EMPLOYMENT AGREEMENT

This Agreement is made and entered into on the date hereinafter stated by and between the Board of Education of East Bernstadt, Kentucky (“Board”), party of the First Part, and Vicki Jones (“Superintendent”), Party of the Second Part. The Board is entering into this agreement by and through the entire Board Members and by vote at a regular meeting of this Board on February 11, 2016.

Whereas, the Board and Vicki Jones have agreed to enter into an employment contract as Superintendent of the East Bernstadt Independent Schools for a term beginning at 12:01 a.m., July 1, 2016 to midnight on the 30th day of June, 2020. The Board does hereby agree to and have in the minutes of the Board, established this term of employment of Vicki Jones as Superintendent of the East Bernstadt Independent Schools pursuant to KRS 160.350. It is agreed by Vicki Jones to accept this term of employment as Superintendent of the East Bernstadt Independent Schools.

After the Superintendent has completed four (4) years of employment in the East Bernstadt Schools, pursuant to the Superintendent’s prior contract and this contract of employment, the Board may, no later than June 30, extend the contract of the Superintendent for one (1) additional year beyond the current term of employment pursuant to KRS 160.350(4).


1. That the rate of compensation payable to Vicki Jones is based on the average salary paid to superintendents in the school districts of comparable size, the responsibilities of the Superintendent of the East Bernstadt Independent Schools and the experience of the Superintendent, and also based on her successful performance as Superintendent this past term; the parties have agreed on the amount of One hundred fifteen thousand eight hundred ninety one dollars (\$115,891.00), which shall be based on a two hundred and forty day (240)

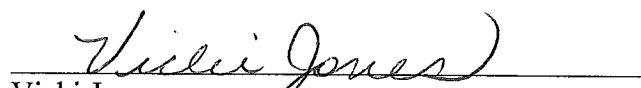
annual salary. The Superintendent shall be entitled to an automatic adjustment of the portion of this salary equivalent to her rank and years of experience as a certified employee, the next fiscal school year equal to the percentage of increase granted to other certified personnel within the East Bernstadt Independent School District. Compensation shall be deemed to be an annual sum, which sum shall be divided by twelve (12) equal installments or payments which shall be due and payable on, the same dates upon which other employees of the said Board are paid.

2. That the Board shall reimburse the Superintendent in the same manner as other certified school employees for travel and other expenses incidental to school business, both within and outside of the East Bernstadt Independent School District, when itemized statements of travel and/or other expenses are submitted to and approved by the Board. The Superintendent shall also be provided a cell phone at the expense of the school district.
3. It is further agreed that the Board shall either reimburse the Superintendent, or pay directly any dues or memberships to the Kentucky Association of School Administrators and the Kentucky Association of School Superintendents.
4. The Board agrees that the Superintendent is entitled to any and all other benefits paid directly or indirectly or otherwise afforded to any other certified employees of the East Bernstadt Independent School District, by this Board or the Commonwealth, including but not limited to life and medical insurance premiums and retirement benefits.
5. Similarly, the parties agree that the Superintendent is entitled to any and all other fringe benefits of sick days, personal days, holidays, and all other such fringe benefits, and the accumulation of the same, in the same manner and number as any certified employee of this school district.

6. The Board further agrees that the Superintendent shall be provided legal counsel of the East Bernstadt Independent Board Attorney pertaining to matters relating to the business of the East Bernstadt Independent School District, so long as there is no conflict of interest between the Superintendent and this Board. Such legal counsel shall be for the purpose of advice, counsel and defending the Superintendent in legal matters pertaining to the performance of her duties and in defense of any claims brought against her in the performance of her duties. In the event of such conflict of interest with this Board, it shall be the responsibility of the Superintendent to secure legal counsel at her own expense. The determination of such conflict of interest shall be determined solely by this Board. In the absence of such a conflict of interest with this Board, the Superintendent shall have the authority to authorize the Board Attorney to perform services on behalf of the East Bernstadt Independent School District.
7. This agreement constitutes the entire agreement between the parties hereto and may be modified only in writing signed by both parties.
8. This agreement shall be binding upon this Board and its successors in interest.

Date: February 11, 2016


Board of Education of East Bernstadt, Kentucky
Gene Allen, Chairman and Board Member


Vicki Jones