Middlesboro Independent Board of Education

Middlesboro, Kentucky

CONTRACT EMPLOYING SUPERINTENDENT

This CONTRACT, made and entered into this 17th day of June 2025, by and between the Middlesboro Independent BOARD OF EDUCATION (hereinafter the "BOARD"), and William E. (Bill) Jones (hereinafter the "SUPERINTENDENT"), as authorized by action at a lawful meeting of the BOARD held on the June 17, 2025.

WITNESSETH:

NOW, THEREFORE, the BOARD and SUPERINTENDENT, for the consideration herein specified, agree as follows:

IT IS AGREED:

1. TERM OF EMPLOYMENT

SUPERINTENDENT is hereby hired and retained for a term commencing on July 1, 2025, through June 30, 2027, as Superintendent of Schools for the BOARD.

2. DUTIES

The duties and responsibilities of the SUPERINTENDENT shall be all those duties incident to the Office of Superintendent imposed by the law and regulations of the Commonwealth of Kentucky and in keeping with Board policies and procedures. Other duties and responsibilities as may be needed from time to time may be assigned to the SUPERINTENDENT by the BOARD.

3. OUTSIDE ACTIVITIES

SUPERINTENDENT shall devote himself exclusively to his duties.

The SUPERINTENDENT and BOARD recognize the advisability, and on occasions the necessity, of the SUPERINTENDENT to attend seminars, courses, or programs conducted or sponsored at the local, state, or national levels. It is understood and agreed that the district shall permit a reasonable amount of time for the SUPERINTENDENT to attend such meetings, for the BOARD to pay for necessary fees and travel and subsistence expenses as may be approved by the BOARD or stipulated in the annual budget, or as may be set forth in local Board policies and procedures. This provision shall be limited to seminars, courses, or programs that would be for the benefit of the Middlesboro Independent Schools. The BOARD shall have ultimate

discretion in determining the SUPERINTENDENT'S attendance and the amount of money to defray reasonable and necessary travel and subsistence expenses.

However, if the SUPERINTENDENT elects to attend any function, meeting, seminar, or program wherein he is compensated as a lecturer, consultant, or for such attendance, the time involved with such functions shall not be considered as part of the SUPERINTENDENT'S required working days and the BOARD shall not pay the SUPERINTENDENT'S expenses involved with such functions.

4. COMPENSATION

The salary shall be $130,000.00 per school year. The salary shall be paid in bi-monthly installments on the same dates as administrators who work twelve (12) months are paid.

The BOARD, based upon its (A.) evaluations of the SUPERINTENDENT and based upon any (B.) goals the Board may hereafter establish for the SUPERINTENDENT, may adjust the salary of the SUPERINTENDENT during the term of this AGREEMENT, provided that in no event shall the SUPERINTENDENT be paid less than the salary specified above. Any such adjustment of salary made during the term of this AGREEMENT shall be in the form of an amendment to this AGREEMENT. Any said

adjustment shall become part of this AGREEMENT, but shall not be deemed that the BOARD and SUPERINTENDENT have entered into a new AGREEMENT, nor shall it be deemed that the termination date of the existing AGREEMENT has been extended. Although the SUPERINTENDENT's salary may be increased at the discretion of the BOARD, nevertheless, this provision shall not be construed as an expectation by the SUPERINTENDENT that any such increase will occur except for the completion of any goals the Board may hereafter establish for the SUPERINTENDENT. For the remainder of the contract term, any such adjustment of salary made during the term, the July 1, 2025, through June 30, 2027, shall be increased annually the same as other certified employees, provided said salary in each subsequent year shall not be less than the salary paid in the preceding year, and provided that the SUPERINTENDENT shall receive an increase each year no less than the increase provided to other certified employees of the district. The BOARD shall, at least on an annual basis, conduct an evaluation of the SUPERINTENDENT.

5. WORKING DAYS AND BENEFITS

a. Working Days - It is understood and agreed that each school year, from July 1 through June 30 during the term of this AGREEMENT, shall consist of 240 working days. If the SUPERINTENDEINT elects

to be away from the job for five (5) or more days consecutively, this shall be subject to BOARD approval. Days not worked by the SUPERINTENDENT shall be noted in the minutes of the next regularly scheduled BOARD meeting after said days are taken.

b. Benefits - The Superintendent shall be entitled to all benefits applicable to twelve-month certified employees.

c. Leaves - The SUPERINTENDENT shall accrue all leave days as authorized by Board Policies for certified employees. Consistent with statutory law, the SUPERINTENDENT shall be permitted to continue to receive and accumulate all sick leave days to which he is entitled.

d. Expenses - The BOARD shall pay or reimburse SUPERINTENDENT for reasonable expenses approved by BOARD and incurred by SUPERINTENDENT in the continuing performance of his duties under this AGREEMENT, as determined by the BOARD and according to Board policies and procedures.

e. Professional and Civic Dues - The BOARD recognizes the mutual benefits derived by the SUPERINTENDENT and the BOARD of the SUPERINTENDENT'S membership in certain professional and civic

organizations. The BOARD agrees to pay dues for the Kentucky Association of School Superintendents (KASS), the Kentucky Association of School Administrators (KASA), and one civic club of the SUPERINTENDENT'S choice.

f. Retirement Benefits - The SUPERINTENDENT shall have the same retirement benefits as provided certified employees under the Kentucky Teachers Retirement System and as provided in Board policies and procedures.

6. TERMINATION OF EMPLOYMENT AGREEMENT

This AGREEMENT may be terminated pursuant to Kentucky law and the Board's policies and procedures which shall also include the following by:

a. Expiration of the contractual term;

b. Mutual agreement of the parties; and,

c. Discharge for cause.

7. BOARD POLICY

The SUPERINTENDENT'S duties and obligations are governed by state law and Board policies and procedures, unless otherwise specifically modified hereinabove.

All benefits of the SUPERINTENDENT are specifically spelled out in this AGREEMENT and override any general policy or procedure which might be in existence for other employees.

8. SAVINGS CLAUSE

If, during the term of this AGREEMENT, it is found that a specific clause of the AGREEMENT is illegal under federal or state law, the remainder of the AGREEMENT not affected by such a ruling and shall remain in force.

9. MISCELLANEOUS

This AGREEMENT has been executed in Kentucky and shall be governed in accordance with the laws of the Commonwealth of Kentucky in every respect. Paragraph headings have been inserted for convenience or reference only and if there shall be any conflict between any such headings and the text of this agreement, the text shall control.

This AGREEMENT may be executed in duplicate originals.

This AGREEMENT contains all of the terms agreed upon by the parties with respect to the subject matter of this AGREEMENT and supersedes all prior agreements, arrangements and communications between the parties concerning such subject matter, whether oral or written.

IN TESTIMONY THEREOF, the BOARD AND SUPERINTENDENT have caused this AGREEMENT to be executed in their respective names, and in the case of the BOARD, by its Chairperson, on the day and year first above written.

BOARD OF EDUCATION OF MIDDLESBORO INDEPENDENT

BY: Teresa Brown
TERESA BROWN
CHAIRPERSON

SUPERINTENDENT

/s/ Wm E Jones
WILLIAM E. (BILL) JONES
SUPERINTENDENT

ATTEST:

Sheri L. Hoskins
BOARD SECRETARY

COMMONWEALTH OF KENTUCKY
COUNTY OF BELL

Subscribed and sworn to before me by Teresa Brown, Chairperson, Middlesboro Board of Education, and William. E. (Bill) Jones, Superintendent, on this 17th day of June, 2025.

Sheri L. Hoskins
NOTARY PUBLIC
My Commission Expires: 9-16-25
KYNP#: 36462

FIRST AMENDMENT TO THE
SUPERINTENDENT'S CONTRACT OF EMPLOYMENT
BETWEEN THE SUPERINTENDENT AND
THE MIDDLESBORO INDEPENDENT BOARD OF EDUCATION

This First Amendment to the Contract of Employment was made and entered into on the 19th day of May 2026, by and between the Middlesboro Independent Board of Education ("Board") and William E. (Bill) Jones ("Superintendent").

THE BOARD AND SUPERINTENDENT AGREE AS FOLLOWS:

4. COMPENSATION

Effective June 1, 2026, the Board will increase the Superintendent's annual salary by $20,000.00 to the annual sum of $150,000.00 and will reimburse him his Kentucky Teacher Retirement Systems (TRS) contributions due to his extraordinary work, leadership, and dedication to the District. In addition, the completion of his Superintendent's Capstone Project demonstrates his commitment to professional growth and educational excellence. The annual salary increase of $20,000.00 and reimbursement of the Superintendent's TRS contributions reflect the Board's appreciation for his continued service and leadership.

Other than the amendments listed above under **Paragraph 4. Compensation,** all other terms, benefits and conditions of the initial contract dated the 17th day of June 2025, shall remain in full force and effect.

MIDDLESBORO INDEPENDENT BOARD OF EDUCATION

By: Teresa Brown 5-21-26
Teresa Brown, Its Chairperson

SUPERINTENDENT

William E. (Bill) Jones 5-21-26

Contract prepared by:

Timothy Crawford
Attorney at Law
P.O. Box 1206
Corbin, Kentucky 40702-1206
(o) 606.523.1950
(c) 606.682.0889
(f) 606.523.1970
(e) tim.crawford@timcrawfordlaw.com