LYON COUNTY SCHOOLS
Eddyville, Kentucky

CONTRACT EMPLOYING SUPERINTENDENT

This contractual agreement, made and entered into in Eddyville, Kentucky, on April 3, 2026, by and between the **BOARD OF EDUCATION OF LYON COUNTY**, hereinafter referred to as the "BOARD", and **MIRANDA B. REED** hereinafter referred to as the "SUPERINTENDENT", and authorized by action at a lawful meeting of the BOARD held on April 3, 2026.

WITNESSETH:

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

1. TERM OF EMPLOYMENT

SUPERINTENDENT is hereby hired and retained for a term commencing on July 1, 2026 and continuing through June 30, 2030 as Superintendent of Schools for the County Schools of Lyon County, Kentucky.

2. DUTIES

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

3. OUTSIDE ACTIVITES

The SUPERINTENDENT and BOARD recognize the advisability and on occasions the necessity of 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 as may be set forth in local Board policy. This provision shall be limited to seminars, courses, or programs that would be for the benefit of the Lyon County Schools. The BOARD shall have ultimate discretion in determining 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 she is compensated as a lecturer, consultant, or for such attendance, the time involved with such functions shall not be considered as part of the 240 required working days and the BOARD shall not pay the SUPERINTENDENT'S expenses involved with such functions.

4. COMPENSATION

The salary shall be ONE HUNDRED THIRTY THOUSAND and 00/100 ($130,000.00) per school year. The salary shall be paid in monthly installments on the same dates other district administrators who work twelve (12) months are paid.

The BOARD based upon its evaluation of 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. The BOARD shall, at least on an annual basis, conduct an evaluation of the SUPERINTENDENT.

Increment raises given to other certified staff in the district shall also apply in the same fashion to the Superintendent's salary.

5. WORKING DAYS AND BENEFITS

a. **Working Days**. It is understood and agreed that each school year, from July 1st through June 30th during the term of this agreement, shall consist of 240 working days. If the SUPERINTENDENT elects to be away from the job for more than five (5) consecutive days, said absence shall be subject to BOARD approval.

b. **Leaves**. The SUPERINTENDENT shall accrue all leave days as authorized by Board policy for certified employees. The SUPERINTENDENT shall be permitted to transfer her accumulated days of sick leave from her current position.

c. **Insurance**. The SUPERINTENDENT shall have the same life insurance benefits as provided to certified employees pursuant to Board policy and the Kentucky Teachers Retirement System.

d. **Expenses**. The BOARD shall pay or reimburse SUPERINTENDENT for reasonable expenses approved by BOARD and incurred by SUPERINTENDENT in the continuing performance of her duties under this agreement, as determined by the BOARD and according to Board policy.

e. **Professional Dues**. The BOARD recognizes the mutual benefits derived by the SUPERINTENDENT and the BOARD of the SUPERINTENDENT'S membership in certain professional organizations. The BOARD agrees to pay dues for the Kentucky Association of School Superintendents (KASS) and the Kentucky Association of School Administrators (KASA).

f. **Automobile Expenses**. The SUPERINTENDENT shall be reimbursed for mileage per Board policy.

g. **Retirement Benefits**. The SUPERINTENDENT shall have the same retirement benefits as provided certified employees under the Kentucky Teachers Retirement System and as in Board policy.

6. TERMINATION OF EMPLOYMENT AGREEMENT

This agreement may be terminated as per the Board's policy and shall also include the following:

a. By expiration of its terms;

b. Mutual agreement of the parties; and

c. Discharge for cause.

7. BOARD POLICY

The SUPERINTENDENT's duties and obligations are governed by Board policy, unless otherwise specifically modified hereinabove.

All benefits of the SUPERINTENDENT are specifically spelled out in this agreement and override any general policy 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 shall remain in force.

9. MISCELLANEOUS

This agreement has been executed in Kentucky, and shall be governed in accordance with the laws of the State of Kentucky in every respect.

Paragraph headings have been inserted for convenience or reference only, and if there is any conflict between any such headings and the text of this agreement, the text shall control.

This agreement shall be executed in duplicate originals. Receipt of a copy is acknowledged upon execution.

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

BOARD OF EDUCATION OF LYON COUNTY, KENTUCKY

By: Denny Gray
Denny Gray, Chairperson

STATE OF KENTUCKY
COUNTY OF LYON

Subscribed and sworn to before me by Denny Gray, Chairperson, BOARD OF EDUCATION OF LYON COUNTY, KENTUCKY, on this 3rd day of April, 2026.

Commission ID #: KYNP18269
My Commission Expires: November 12, 2028

Marvin Lee Wilson, Notary Public



Miranda B. Reed, Superintendent

STATE OF KENTUCKY
COUNTY OF LYON

Subscribed and sworn to before me by Miranda B. Reed, Superintendent, on this 3rd day of April, 2026.

Commission ID #: KYNP18269
My Commission Expires: November 12, 2028

Marvin Lee Wilson, Notary Public



THIS INSTRUMENT PREPARED BY:

WILSON LAW FIRM, PLLC

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