POWELL COUNTY BOARD OF EDUCATION
STANTON, KENTUCKY

CONTRACT RE-EMPLOYING SUPERINTENDENT

This Contract, made and entered into, effective July 1, 2026, by and between the Board of Education of Powell County, Kentucky (herein referred to as the "BOARD"), and Sarah Wasson (herein referred to as the "SUPERINTENDENT"), and authorized by action at the lawful meeting of the Board held on the 19th day of May, 2026.

The Board and Superintendent, for the consideration hereinafter specified, agree as follows:

I. TERM OF EMPLOYMENT:
SUPERINTENDENT is hereby employed for a term commencing on July 1, 2026, and ending on June 30, 2030, as Superintendent of the Powell County Schools.

II. PROFESSIONAL CERTIFICATION AND RESPONSIBILITIES:

A. Certification: The SUPERINTENDENT shall hold a valid certificate from the Education Professional Standards Board which qualifies the SUPERINTENDENT to hold the position of Superintendent and shall hold such certification throughout the period of employment under this Contract.

B. Duties: The SUPERINTENDENT shall devote her normal business hours to the discharge of her duties as set out in the laws of the nation and the Commonwealth, the rules and regulations of the state board of education and of the BOARD. The SUPERINTENDENT acknowledges any failure to do so will invalidate the contract, except that she may enter into a contract with the BOARD in accordance with the provisions of KRS 160.440. The SUPERINTENDENT will be the executive agent of the BOARD and will have the primary responsibility for carrying out BOARD policy in the district; whereas, the BOARD retains the primary responsibility for formulating and adopting district policy.

C. Outside Activities: The SUPERINTENDENT shall devote her normal business hours exclusively to the business of the school district, pursuant to KRS 160.390, except with advanced written consent of the BOARD as set out in the BOARD minutes, or consistent with paid and unpaid leave policies of the BOARD.

III. PROFESSIONAL GROWTH OF SUPERINTENDENT:
The BOARD encourages the continuing professional growth of the SUPERINTENDENT through the SUPERINTENDENT's participation, as she might decide in light of her responsibilities as SUPERINTENDENT, in:

A. The operations, programs, and other activities conducted or sponsored by local, state, and national school board and school administrator associations;

B. Seminars and courses offered by public or private educational institutions; and

C. Informational meetings with other groups and persons whose particular skills or backgrounds would serve to improve the capacity of the SUPERINTENDENT to perform her professional responsibilities for the BOARD. It is understood and agreed that the BOARD may permit a reasonable amount of time for the SUPERINTENDENT to attend such meetings.

IV. COMPENSATION:

It is agreed between the parties that the SUPERINTENDENT shall receive as an initial base salary in the 2026-2027 school year the sum of One Hundred Forty-six Thousand, Two Hundred Sixty-five Dollars ($146,265) for two hundred forty (240) days per annum. In subsequent years during the term of this Contract, the SUPERINTENDENT shall be paid an amount equal to her annual base salary for the previous year plus any additional percentage increase in pay granted to other certified personnel of the District in each fiscal year, after her evaluation. If varied percentage raises are granted to certified personnel, the SUPERINTENDENT's raise shall be the percentage raise applicable to the greatest number of certified employees. The salary shall be paid in equal installments on the fifteenth (15th) of each month and the thirtieth (30th) of each month, except that if the fifteenth (15th) of each month and the thirtieth (30th) of each month falls on a Saturday, Sunday, or holiday, payment is to be made by the District on the previous working day before the Saturday, Sunday, or holiday. Checks will be issued in accordance with and pursuant to Board policy. Any increase in salary for the SUPERINTENDENT during the life of her contract shall not be deemed either a new contract or that the termination date of her contract, or any extension thereof, has been extended. In any event, the SUPERINTENDENT's then current salary may not be decreased.

Additional Terms: No increases shall be given until after an annual evaluation of the SUPERINTENDENT and such evaluation must reveal that the SUPERINTENDENT is performing her duties more than merely satisfactorily. The annual evaluation shall be done thoroughly and promptly by the BOARD. The salary shall be paid to the SUPERINTENDENT in regular installments, in accordance with the schedule of salary payments in effect for other certified employees. Pursuant to KRS 160.370, the BOARD hereby waives the SUPERINTENDENT's presence at any and all meetings of the BOARD when the SUPERINTENDENT's tenure, salary, and/or administration of her office is under consideration unless a majority of the BOARD votes in open session to request

the SUPERINTENDENT to leave the meeting during the consideration of her tenure, salary, and/or administration of her office.

V. OTHER BENEFITS:

A. The SUPERINTENDENT shall be entitled to any and all other legally permissible benefits applicable to certified and twelve (12) month administrative employees as are incident to their employment relationships with the BOARD.

B. Professional Associations: The BOARD shall pay 100 percent of all reasonable membership charges to any professional associations in which the SUPERINTENDENT feels it is necessary to maintain and improve her professional skills, as permitted by state law and as first approved by the BOARD.

C. Board Attorney: The SUPERINTENDENT has the authority to utilize, employ, and direct the services of the Board Attorney in the discharge of her duties, as herein described, except when the services of said Board Attorney would or may conflict with the legal interests of the BOARD.

D. Automobile/Travel Expenses: The SUPERINTENDENT shall be reimbursed or otherwise compensated by the BOARD for mileage incurred in the performance of her duties, and shall be required to report mileage to the BOARD. The compensation shall only relate to travel outside the County. The Superintendent is expected to use a district vehicle when one is available and is not needed or anticipated to be needed for student transportation during the time the Superintendent will be outside the County. The SUPERINTENDENT shall not be reimbursed for local travel. Any taxable consequences arising from the SUPERINTENDENT's use of a personal vehicle in the performance of her duties shall be her sole responsibility.

E. Health, Dental, and Vision Insurance Benefits: The SUPERINTENDENT shall be entitled to health, dental, and vision insurance plans and any or all legally permissible benefits applicable to certified and twelve (12) month administrative employees as are incident to their employment relationship with the BOARD. The BOARD will not reimburse the SUPER-INTENDENT for any employee insurance premiums.

F. Retirement Benefits: The SUPERINTENDENT shall have the same retirement benefits as provided certified employees under the Kentucky Teacher Retirement System and as in Board Policy. The SUPERINTENDENT may elect to participate in and be a member of the Kentucky Teacher Retirement Systems.

G. Holidays: The SUPERINTENDENT shall receive holidays each year of this Contract in accordance with the current policy for certified personnel.

H. Sick and Personal Days: The SUPERINTENDENT shall be entitled to sick days and personal days per year in accordance with the current policy for certified personnel.

I. Formal Acceptance: The SUPERINTENDENT's signature is evidence of her acceptance of the appointment as Superintendent and formal acceptance of the terms of office.

VI. EXPENSES

The BOARD shall reimburse the SUPERINTENDENT for reasonable expenses approved by the BOARD and incurred by the SUPERINTENDENT in the continuing performance of her duties as Superintendent.

VII. OUTSIDE EXPENSES

The SUPERINTENDENT may, with the express consent of the BOARD, serve as a consultant to other districts or educational agencies, or engage in writing and speaking activities, so long as such activities do not interfere with the SUPERINTENDENT's duties to the District and are of short duration. If the SUPERINTENDENT is compensated for outside activities by any agency other than the BOARD, the time involved for such functions will be considered as her leave, or leave without pay if she does not then have leave time available, and the BOARD will not pay the SUPERINTENDENT's salary or expenses for the activity.

VIII. PROFESSIONAL LIABILITY

A. The BOARD agrees that it shall defend the SUPERINTENDENT from any and all demands, claims, suits, actions, and legal proceedings brought against the SUPERINTENDENT by any party in her individual capacity or in her official capacity as an agent and employee of the BOARD, provided the incident arose while the SUPERINTENDENT was acting within the scope of her employment and excluding criminal litigation, to the extent liability coverage is within the authority of the Board to provide under state and federal law.

B. If in the good faith opinion of the SUPERINTENDENT a legal conflict exists regarding the defense of a claim between the legal position of the SUPERINTENDENT and the legal position of the BOARD, the SUPERINTENDENT may engage separate counsel of her preference in which even the BOARD shall be responsible for and indemnify the SUPERINTENDENT for the reasonable costs of her legal defense as permitted by state and federal, to the extent such separate counsel and litigation expenses are not covered by insurance. The hourly rate at which the BOARD will reimburse legal counsel shall not exceed the hourly rate

at which the BOARD's insurance reimburses assigned defense counsel for the BOARD in the same matter. Any separate counsel chosen by the SUPERINTENDENT shall first be sought through any applicable insurance policies of the BOARD.

IX. EVALUATION

A. Pursuant to KRS 156.557(6), the BOARD shall evaluate and assess in writing the performance of the SUPERINTENDENT at least once each year during the term of her contract and the evaluation and assessment shall reasonably be related to her duties as Superintendent and the objectives of the BOARD. A preliminary discussion by the BOARD of the evaluation shall be conducted without the SUPERINTENDENT in executive session.

B. After the preliminary discussion of the evaluation as described above has been completed, the BOARD shall meet in executive session with the SUPERINTENDENT to discuss her evaluation, at which time the SUPERINTENDENT shall be given a copy of her evaluation. The BOARD and SUPERINTENDENT may agree to modifications of the evaluation.

C. After the meeting, the summative evaluation of the SUPERINTENDENT shall be made in writing, discussed and adopted in an open meeting of the BOARD and reflected in the minutes, and made available to the public upon request.

D. The evaluation form and procedures used each year shall be that form and those procedures that are adopted by the BOARD and which are approved by the Kentucky Department of Education and any such amended forms and procedures are hereby adopted and incorporated by reference as though stated in full.

X. TERMINATION OF EMPLOYMENT CONTRACT

The employment contract of the SUPERINTENDENT, including any extension thereof, may be terminated by the BOARD by:

A. Mutual agreement of the parties
B. Retirement of the SUPERINTENDENT
C. Resignation of the SUPERINTENDENT
D. Disability or death of the SUPERINTENDENT
E. Discharge for legal cause under the rules, regulations, and/or laws of the Commonwealth and/or the United States of America. Any such discharge shall be given in writing and the SUPERINTENDENT shall be entitled to appear before the BOARD, in closed, executive session to discuss such causes.

F. If the SUPERINTENDENT chooses to be accompanied by legal counsel at such meeting, the SUPERINTENDENT she incurs.

G. Thereafter, the SUPERINTENDENT shall be provided a written decision describing the results of the meeting.

H. The parties agree that if there is a non-renewal of the contract, the BOARD shall provide notice as required by Board Policy 02.1312.

XI. SAVINGS CLAUSE

If, during the term of the contract, a clause or any portion of the contract is found illegal under federal or state law, the remaining portions of the contract shall remain in full force to the extent they are unaffected by the ruling of illegality.

XII. MISCELLANEOUS

This written document represents the entire agreement of the parties. The parties are not relying upon any other terms or agreements whether oral or written.

This contract will be construed under the laws of the Commonwealth of Kentucky. This contract may not be amended except as provided for by a public vote of the BOARD and then in writing as signed by both parties.

IN WITNESS WHEREOF, 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, this 16th day of June, 2026.

SUPERINTENDENT

Sarah S. Wasson

SARAH WASSON

COMMONWEALTH OF KENTUCKY

COUNTY OF POWELL, SCT.

The foregoing Contract was duly acknowledged before me by SARAH WASSON, Superintendent, this 16th day of June, 2026.

Commission ID# KYNP91559

My Commission expires: 8-20-28

Notary Public

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POWELL COUNTY BOARD OF EDUCATION

Lisa Mays

LISA MAYS, CHAIRMAN

COMMONWEALTH OF KENTUCKY

COUNTY OF POWELL, SCT.

The foregoing Contract was duly acknowledged before me by Lisa Mays, Chairperson, Powell County Board of Education, this 16th day of June, 2026.

Commission ID# KYNP 91559

My Commission expires: 8-20-28

Notary Public

This Instrument Prepared By:

Grant R. Chenoweth
Porter, Banks, Baldwin & Shaw, PLLC