AGREEMENT
SUPERINTENDENT AND
LESLIE COUNTY BOARD OF EDUCATION

THIS AGREEMENT is made and entered into this 17th day of July, 2026, by and between THE BOARD OF EDUCATION OF LESLIE COUNTY, KENTUCKY, (hereinafter called the "Board"), Party of the First Part, and DANIEL DAY (hereinafter called the "Superintendent"), Party of the Second Part.

WITNESSETH

WHEREAS, this Agreement is made in accordance with the action of the Board as set forth in a resolution of a regular board meeting held the 26th day of ~~July~~ June, 2026, whereby the Board employed the said Daniel Day as Superintendent of Leslie County School District in accordance with the provisions set forth herein; and

WHEREAS, the parties agree that the Superintendent shall perform the duties of the Superintendent of Schools in and for said district, as prescribed by the laws of the State of Kentucky, and by the rules and regulations made thereunder by the Board of Education, as well as local Board regulations and all other applicable law as related to the duties and obligation of a Superintendent of Schools.

NOW, THEREFORE, the Board and Superintendent agree as follows:

1. Term.
   The term of the Employment Agreement shall commence on the 1st day of July, 2026, and terminate on the 30th day of June 2030.

2. Professional Certification and Responsibilities of Superintendent.
   a. Certification: The Superintendent shall hold a valid certificate issued by the State of Kentucky.
   b. Acknowledgement of Good Health: The Superintendent represents and acknowledges to the Board, as an inducement for the Board, to employ him as Superintendent, that to the best of his knowledge and belief, he has no medical, physical or mental disability, nor a previous drug or alcohol problem which would impair his ability to perform his duties as Superintendent.

c. Duties: The Superintendent shall perform the duties of Superintendent of the Leslie County School District in and for said district, as prescribed by the laws of the State of Kentucky, and the rules, obligations, and policies made thereunder by the Board of Education of the said district.

d. Outside Activities: Superintendent shall devote his time, attention and energy to the business of the school district. However, he may serve as a consultant to other districts or educational agencies, lecture, engage in writing activities and speaking engagements, and engage in other activities that do not interfere with the duties of Superintendent of the Leslie County Schools.

The Superintendent and Board recognize the advisability and, on occasion, 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 reasonable amount of leave time for the Superintendent to attend such meetings, for the board to pay for the necessary fees, travel and subsistence expenses, as may be set forth in local Board policy. Likewise, the Board shall have ultimate discretion in determining the Superintendent's attendance and 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 or consultant for such attendance, the time involved with such functions shall be considered as part of his vacation time and the Board shall not pay the Superintendent's expenses involved with such functions.

3. Compensation

The Board shall pay the Superintendent an annual salary of $135,000.00 based on two-hundred and forty (240) working days, to be paid in twenty-four (24) equal installments, for services rendered during each twelve (12) month period of the contract.

The Board and Superintendent mutually agree to increase the salary of the Superintendent based on the same percentage increase that all other personnel in the district receive.

The Board and Superintendent may mutually agree to adjust the salary of the Superintendent during the term of the 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 the Agreement shall be in the form of an amendment of the agreement. It is expressly understood, however, that any increase in salary shall be at the final discretion of the Board.

4. Vacation and Other Benefits
    a. Vacation – It is understood and agreed that each school year from July 1st to June 30th, during the term of the Agreement, shall consist of two-hundred and forty (240) working days and weekends from a three-hundred and sixty-five (365) day year. The Superintendent may elect a total of two (2) weeks' vacation, which includes a total of ten (10) working days, with the ability to roll over five (5) untaken days. In addition to vacation days, the Superintendent may observe the legal holidays granted to Certified Personnel in the District. It is understood that five (5) vacation days may be accumulated and used in any successive year.
    b. Sick Days – The Superintendent shall have ten (10) sick days annually. Unused sick days may accumulate without limit.
    c. Personal Days – The Superintendent shall have three (3) personal days annually.
    d. Health Insurance – It is acknowledged that the Superintendent and his spouse and children shall participate in the State Health Plan on the same basis as any other employee of the Leslie County School District. The Board agrees to pay for this insurance for the Superintendent and his family during the term of this contract.
    e. Expenses – Board shall pay or reimburse the Superintendent for reasonable expenses approved by the Board and incurred by the Superintendent in the continuing performance of his duties under this Employment Agreement.
    f. Retirement Benefits – The Superintendent shall have the same retirement benefits as provided for Superintendents under the Kentucky Teachers Retirement Systems.

5. Termination of Employment

This Employment Agreement may be terminated by:

a. Mutual agreement by the Parties;
b. Disability of the Superintendent;
c. Death of the Superintendent; or
d. Discharge for cause as provided by law.

WITNESS OUR HANDS, the day and date first above written.

PARTY OF THE FIRST PART: THE BOARD OF EDUCATION OF LESLIE COUNTY SCHOOL DISTRICT:

BY: _____
CHAIRMAN

BY: _____
VICE CHAIRMAN

BY: _____
BOARD MEMBER

BY: Jonathan Smith
BOARD MEMBER

BY: Robin Lewis
BOARD MEMBER

PARTY OF THE SECOND PART: BY: _____
SUPERINTENDENT

STATE OF KENTUCKY
COUNTY OF LESLIE

Subscribed and Sworn to me by the above parties, this 17 day of July, 2026.

My commission Expires July 19 2026

Robin Boggs

NOTARY PUBLIC, State at Large