

AMENDMENT TO SUPERINTENDENT EMPLOYMENT CONTRACT

This **AMENDMENT** is made and entered into on June 4, 2026, by and between the **MORGAN COUNTY BOARD OF EDUCATION** (hereinafter “Board”), and **DR. RALPH HAMILTON**, Superintendent of the Morgan County Schools (hereinafter “Superintendent”), as authorized by action taken at a lawful meeting of the Board on June 4, 2026:

1. The Board and Superintendent entered a Superintendent Employment Contract (hereinafter the “Contract”) with a four (4) year term beginning July 1, 2025 through June 30, 2029;

2. Pursuant to KRS 160.350(4), at a Special Called Meeting on June 4, 2026, by unanimous vote the Board voted to extend the term of the Superintendent’s Contract for one (1) additional year beyond the current term.

3. In consideration of the Superintendent’s excellent service to the Board, the Board and Superintendent agree to Amend the Superintendent Employment Agreement to extend the term of the Superintendent’s Contract through June 30, 2030.

In testimony thereof, the Board and the Superintendent have caused this Amendment to Superintendent Contract to be executed in their respective names, and in the case of the Board, by its Chairperson, on the day and year first written above.


DR. RALPH HAMILTON,
SUPERINTENDENT.


JESSE CLINGER,
BOARD CHAIR



**Morgan County Board of Education
Superintendent Employment Contract**

This contract is entered into on this 9th day of January 2025, by and between the Morgan County Board of Education (hereinafter the "Board") and Ralph Wesley Hamilton, Ed.D., (hereinafter the "Superintendent"), and authorized by action at a lawful meeting of the BOARD held on the 9th day of January 2025, and as found in the minutes of that meeting.

THE BOARD AND SUPERINTENDENT AGREE AS FOLLOWS:

1. TERM OF EMPLOYMENT

The Superintendent is hereby hired and retained for a term of four (4) years commencing on July 1, 2025, through June 30, 2029, as Superintendent of schools of Morgan County, Kentucky.

Per policy the Board may grant an extension of the Superintendent's contract as permitted by law in KRS 160.350.

2. COMPENSATION AND BENEFITS

- A. The Superintendent shall receive an annual base salary of \$140,000. The salary shall be paid in the same manner and on the same dates as the Board's regular schedule for 240-day employees.

After the 25-26 school year, in addition to his original base salary of \$140,000, the Superintendent shall be entitled to all raises in salary and percentages of salary given to certified staff during the pendency of this Contract on every July 1st of each year he is employed as Superintendent.

- B. The Superintendent shall be entitled to all the benefits applicable to the Board's 240-day employees as are incidental to their employment relationship with Morgan County Schools, including, but not limited to, sick leave and other leaves created by statute or Board policy, any forms of insurance protection, retirement programs, and any other 240-day administrative employee benefits.

- C. The Superintendent shall be provided a Board owned computer for use at any location and consistent with the district's acceptable use policy.
- D. The Board shall pay or reimburse the Superintendent for reasonable expenses pre-approved by the Board outside the contract allotments and incurred by the Superintendent according to board policy.

3. PROFESSIONAL DUTIES AND RESPONSIBILITIES

- A. The Superintendent shall hold a valid Superintendent's certificate in administration and supervision issued by the Educational Professional Standards Board. The Superintendent shall not engage in outside employment without the advance written request and specific consent of the Board set out in the minutes of a duly held meeting of the Board.
- B. Subject to Board policies, the Superintendent shall supervise the general conduct of the schools, the course of instruction, the discipline of students, and the management of business affairs. The Superintendent shall execute the educational policies, orders, directives, and administrative functions of the Board, and shall from time to time recommend regulations, policies and procedures deemed necessary for the well being of the school district.
- C. The Superintendent shall be responsible for the hiring, dismissal and supervision of all the personnel in the district, pursuant to the statues of the Commonwealth of Kentucky. Members of the Board, individually and collectively, shall promptly refer all criticisms, complaints, and suggestions called to their attention to the Superintendent for appropriate actions or recommendations.
- D. The Superintendent shall attend all Board meetings except when otherwise provided by law both as to serving in the capacity as Superintendent. The Superintendent shall also attend all Board committee meetings, serve as an ex-officio member of all Board committees, and provide administrative recommendations on each item of business considered by each committee.
- E. No policy of the Board shall diminish the Superintendent's legitimate power or authority as prescribed by the applicable laws of the Commonwealth of Kentucky. Moreover, all duties assigned to the Superintendent by the Board shall be appropriate to and consistent with the professional role and responsibility of the Superintendent.
- F. 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 policy. Other duties and

responsibilities, as may be needed from time to time, may be assigned to the Superintendent by the Board.

4. PROFESSIONAL GROWTH AND DEVELOPMENT

- A. The Board encourages the continuing professional growth and development of the Superintendent through operations, programs, and other activities conducted or sponsored by local, state and national school administrator and school board associations; seminars and courses offered by public or private education institutions; informational meetings with other persons whose skills or backgrounds could serve to improve the leadership and growth areas of the Superintendent.
- B. The Board shall pay memberships in the Kentucky Association of School Administrators and/or Kentucky Association of School Superintendents.

5. WORKING DAYS

- A. The Superintendent, with prior approval from the Board, may undertake consultative work, speaking engagements, lecturing, writing, or other professional duties and obligations, which do not impede or conflict with the Superintendent's duties and are of short duration. If the Superintendent is compensated for outside activities by any agency other than this Board, the time involved for such functions will be considered as non-contract time and this Board will not pay the Superintendent's salary or expenses for the activity.
- B. The Superintendent shall use a district vehicle for either in-district or out-of-district travel to perform Board business which shall be picked up and returned to the Board Office after usage, with the exception of taking home during inclement weather to evaluate road conditions. Any expense outside these allotments must be pre-approved by the board for reimbursement and shall follow district policy.

6. PROFESSIONAL LIABILITY

The Superintendent shall be insured, in his official and individual capacity, under any and all liability insurance policies and insurance trust programs in which the school district is a participant, as to any and all demands, claims, suits, actions, and legal proceeding brought against the Superintendent, provided the incident arose while the Superintendent was acting within the scope of his employment, and excluding criminal litigation and intentional acts, to the extent liability coverage is within the authority of the Board to provide under state and federal law.

7. EVALUATION

The Board shall evaluate and assess in writing the performance of the Superintendent at least once per school year during the term of this contract. The Board shall utilize the state model evaluation tool as recommended by the Kentucky Board of Education.

8. TERMINATION

This Employment Agreement may be terminated by:

- a) Expiration of its terms
- b) Resignation of the Superintendent
- c) Retirement of the Superintendent
- d) Mutual Agreement of the parties
- e) Death or disability of the Superintendent
- f) Violation of EPSB's code of ethical conduct
- g) Discharge of the Superintendent for legal cause pursuant to KRS 160.350

9. SAVINGS CLAUSE

During the term of this contract, if it is determined that a specific clause is illegal under state law, the remainder of the contract not affected by such ruling shall remain in full force and effect.

10. MISCELLANEOUS

This contract has been executed in Kentucky, and shall be governed in Accordance with the laws of the Commonwealth of Kentucky in every aspect.

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

This contract shall be executed in duplicate originals.

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

IN WITNESS WHEREOF, the BOARD has caused this contract to be approved by a duly authorized officer and the SUPERINTENDENT has approved this contract effective on the day and year specified herein.

BOARD OF EDUCATION OF MORGAN COUNTY

BY: Jesse C. Clinger
CHAIRMAN

COMMONWEALTH OF KENTUCKY

COUNTY OF MORGAN

The foregoing contract was duly acknowledged before me by Jesse Clinger
Chairman, Board of Education of Morgan County, Kentucky, for and on behalf of the Board
of Education, this 9th day of JANUARY, 2025.

My Commission expires: 1-28-27
Calvin G. Miller Cox
NOTARY PUBLIC, STATE AT LARGE, KY

SUPERINTENDENT

BY: Ralph W. Hamilton, Ed.D.
SUPERINTENDENT, RALPH W. HAMILTON

COMMONWEALTH OF KENTUCKY

COUNTY OF MORGAN

The foregoing contract was duly acknowledged before me by Ralph W. Hamilton,
Superintendent, the 9th day of JANUARY 2025.

My Commission expires: 1-28-27
Calvin G. Miller Cox
NOTARY PUBLIC, STATE AT LARGE, KY