

THIRD ADDENDUM TO SUPERINTENDENT EMPLOYMENT CONTRACT

THIS THIRD ADDENDUM TO SUPERINTENDENT EMPLOYMENT CONTRACT (the "Third Addendum") is made and entered into this ____ day of March, 2026, by and between the **BOARD OF EDUCATION OF WARREN COUNTY, KENTUCKY**, 303 Lovers Lane, Bowling Green, Kentucky 42103 (hereinafter referred to as "Board"), and **JOHN ROBERT CLAYTON**, [REDACTED] (hereinafter referred to as "Superintendent").

WITNESSETH

WHEREAS, Board and Superintendent entered into a written employment contract on or about June 1, 2013 pertaining to Superintendent's appointment as superintendent of Warren County Public Schools for a term commencing July 1, 2013 and ending June 30, 2017 (the "First Contract");

WHEREAS, Board and Superintendent entered into a written employment contract on or about April 20, 2017 pertaining to Superintendent's first renewal appointment as superintendent of Warren County Public Schools for a term commencing July 1, 2017 and ending June 30, 2021 (the "Second Contract");

WHEREAS, Board and Superintendent entered into a written employment contract on or about May 20, 2021 pertaining to Superintendent's second renewal appointment as superintendent of Warren County Public Schools for a term commencing July 1, 2021 and ending June 30, 2025 (the "Third Contract");

WHEREAS, Board and Superintendent entered into an addendum to the Third Contract on or about June 16, 2022 extending the term of the Third Contract to June 30, 2026 (the "First Addendum");

WHEREAS, Board and Superintendent entered into a second addendum to the Third Contract on or about June 15, 2023 modifying certain terms of the Third Contract pertaining to Board funded annuities (the "Second Addendum");

WHEREAS, as authorized in KRS §160.350(4) and Warren County Board of Education Policy 02.1311, Board desires by specific action to extend the term of the Third Contract by one (1) additional year beyond its current term, and separately, incorporate revisions to prior contract terms relating to Board funded annuities;

WHEREAS, Superintendent desires to continue employment by the Board in accordance with the terms of this Third Addendum;

NOW, THEREFORE, and for the consideration herein specified, the sufficiency of which is acknowledged, the Board and Superintendent, with intent to be bound, hereby agree as follows:

1. **EXTENDED TERM OF EMPLOYMENT:** Section 1 – TERM OF EMPLOYMENT of the Third Contract between the Board of Education of Warren County, Kentucky and Superintendent John Robert Clayton is amended such that the term shall be extended by one (1) additional year through June 30, 2027, subject to termination as provided in Sections 9, 10 and 11 set forth in the Third Contract and all other applicable law. This term, as amended, shall be based on 240 working days each school year, from July 1 to June 30.
2. **Section 5(f)**, under the caption of “Annuity,” shall be amended and substituted with the following:
 - f. **Annuity:** The Board shall contribute Employer Contributions to 403(b) and 401(a) plans for Superintendent in amounts equal to the limit on annual employer contribution allowed under the Internal Revenue Code (the “Code”) for each of said plans. The Board, at the request of Superintendent and in accordance with the Code and related tax laws, shall withhold and transfer an amount of salary per Superintendent’s regular pay schedule for the purpose of Superintendent’s participation in such programs. The Board contributions made pursuant to this section shall be exclusive of any employee elective deferrals and catch-up contributions permitted by the Code and directed by Superintendent to be withheld from pay, which Superintendent may elect as pre-tax deferral, a Roth deferral, or any of the age catch-up deferrals.
3. **RATIFICATION OF REMAINDER OF THIRD CONTRACT:** In all other respects, the Third Contract remains in full force and effect, with all other terms hereby ratified and incorporated by reference as if fully contained herein.

IN TESTIMONY AND AFFIRMATION WHEREOF, witness the respective signatures of Board, by and through its Chairman and duly authorized representative, and Superintendent, as subscribed hereto this the day and date first hereabove written.

BOARD OF EDUCATION OF
WARREN COUNTY, KENTUCKY

By:

Garry Chaffin, *Chairman*

SUPERINTENDENT

JOHN ROBERT CLAYTON, *Superintendent*

ACKNOWLEDGEMENT

This will certify that there personally appeared before me Garry Chaffin, Chairman of the Board of Education of Warren County, Kentucky, who in my presence placed his signature to this **THIRD ADDENDUM TO SUPERINTENDENT EMPLOYMENT CONTRACT** and in so doing acknowledged he executed this document freely, voluntarily and of his own accord on this _____ day of March, 2026.

NOTARY PUBLIC – Kentucky State at Large
My _____ Commission
Expires: _____
Notary
ID: _____

ACKNOWLEDGEMENT

This will certify that there personally appeared before me John Robert Clayton, Superintendent of the Board of Education of Warren County, Kentucky, who in my presence placed his signature to this **THIRD ADDENDUM TO SUPERINTENDENT EMPLOYMENT CONTRACT** and in so doing acknowledged he executed this document freely, voluntarily and of his own accord on this _____ day of March, 2026.

NOTARY PUBLIC – Kentucky State at Large
My _____ Commission
Expires: _____
Notary
ID: _____