

Contract of Superintendent of Taylor County Schools

7/1/2025 – 6/30/2029

THIS CONTRACT of employment is entered into by and between the Board of Education of the Taylor County School District (hereinafter the "Board"), located in Taylor County, Kentucky, and **Robert Braden** (hereinafter the "Superintendent") for purposes of Superintendent of Schools.

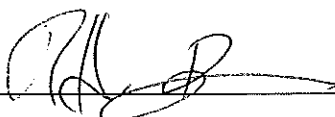
The Board agrees to employ the Superintendent for a term of four years beginning on July1, 2025 and ending on June 30, 2029. The parties agree that the terms of employment shall be as follows:

The initial salary of the Superintendent shall be **\$ 150,000** per year, payable in equal installments.

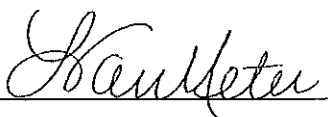
Within thirty (30) days after the first date permitted for renewal of this contract pursuant to state law, the Board shall renew the contract, or shall notify the Superintendent of its intent not to renew the contract.

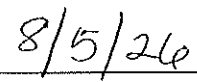
1. The contract requires the services of the Superintendent for two hundred forty (240) days per year. The Superintendent shall upon request, provide the Board with a schedule of actual and proposed workdays for the current contract year.
2. The Superintendent agrees to devote the time, skill, labor and attention necessary to perform well and faithfully the duties of Superintendent and executive agent and professional advisor to the Board, as set out by law regulation, policy and this contract. The Superintendent as executive agent of the Board, shall be in charge of and responsible for the educational and business affairs of the district. The board as a body and its members individually, may refer all appropriate matters to the Superintendent for study and recommendation. Nothing in this section shall be construed as preventing the Board from acting in any matter in which it is entitled to act by law or encumber its efforts of policy enhancement or in its role of oversight.
3. The Superintendent shall make all reasonable efforts to secure capable and qualified candidates for all available positions in the District, which are subject to appointment by the Superintendent.
4. The Superintendent shall furnish throughout the term of this contract a valid and appropriate license, issued by the certification authority in Kentucky, to act as Superintendent.
5. The Board shall annually provide the Superintendent with an evaluation based upon a mutually agreed upon process, which shall include periodic opportunities to review and discuss the Superintendent's performance and Superintendent/Board relations, at reasonable times as determined by the board.
6. The Superintendent may undertake speaking engagements, lecturing, writing, or other professional duties and obligations as long as these engagements/events promote the Taylor County School District.

7. The Superintendent shall attend all professional training sessions required by law, and other appropriate meetings and conferences at the local, state, and national levels. The board shall reimburse the Superintendent for actual expenses incurred while attending these professional activities, including payment of dues in appropriate professional and local organizations of the Superintendent's choosing and as approved by the Board.
8. The Superintendent shall receive 15 days leave per year to be used at the discretion of the Superintendent for illness bereavement, or personal emergency in addition to any days available to all other Certified Employees of the District per school Calendar and District policy. The Superintendent may elect to carryover these unused days (15 per year) or to have them paid at the daily rate annually upon contract anniversary, or to accumulate them up to a maximum of 45 total for later use at his discretion but with advance board notification if to be used for an extended absence or may elect to be paid in a lump sum upon his retirement.
9. Provided the Board has given approval in advance to incur necessary and appropriate expenses, the Board shall reimburse the Superintendent for school related travel when such travel is a required part of the duties of the Superintendent for school related activities approved by the Board and per procedures and forms of all District employees as enumerated in the Certified Employee Expense Reimbursement policy of the District (currently 03.125) with the exception that the Superintendent may NOT approve his own expense submissions. Where a policy states the "Superintendent/designee" signature or approval is required then a current member of the Board shall be considered as the only suitable substitute of oversight eligible to examine/sign as his supervisor. Travel expenses for guests of the Superintendent shall not be reimbursed.
10. Absent mutual agreement, this contract may be terminated by the Board only upon a showing of legal cause and in accordance with statutory procedures. The Board shall fairly consider releasing the Superintendent from this contract should the Superintendent receive an opportunity for professionals advancement.
11. The Board agrees that it shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suites, actions, and legal proceedings brought against the Superintendent in their individual capacity or in their official capacity as agent and employee of the Board, provided the incident arose while the Superintendent was acting within the scope of employment and in good faith as the Superintendent and a District employee.
12. In addition to the enhancements above the Superintendent shall be eligible to participate in any offered "Cafeteria Benefits" (Health, Vision, Dental, Childcare or other District discounts etc.) at the same rates that are available and afforded to the other Certified employees of the District.

 4/15/2025
Signature of Superintendent & Date

 4/15/05
Signature of Chairman of the Board & Date

 4/15/2025
Signature of Notary & Date

 8/5/26
My Notary Commission Expires