

SUPERINTENDENT'S CONTRACT
DANVILLE INDEPENDENT SCHOOLS

This Superintendent's Contract (hereinafter, "Agreement" or "Contract") is made and entered into the 20th day of November, 2023, but effective the 1st day of January, 2024. It is hereby agreed by and between the Board of Education of the Danville Independent School District located in Danville, Boyle County, Kentucky (hereinafter, "Board" or "District") and Ron Ballard (hereinafter, "Superintendent") that the Board in accordance with its action as found in the minutes of the meeting on the 20th day of November, 2023, hereby employs Ron Ballard as Superintendent of Schools for a six (6) month term commencing January 1, 2024, and expiring on June 30, 2024. Both parties agree that Superintendent shall perform the duties of Superintendent in accordance with the common school laws and rules and regulations prescribed in pursuance thereof by the Kentucky State Board of Education and the Kentucky Revised Statutes Chapter 160 and all other applicable law.

WITNESSETH:

The applicable annual salary for the 2023 – 2024 school year shall be ~~\$142,000~~. The annual salary shall be paid in equal bi-weekly installments in accordance with the school district's normal payroll cycle. Salary for any short year shall be pro-rated. \$142,100 - RD
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That in each year of this Contract, the salary of the Superintendent shall be determined and set by the Board of Education.

That the District and Superintendent may mutually agree to adjust the salary of the Superintendent during the term of this Contract, but in no event shall he or she be paid less than the salary indicated for the 2023 – 2024 school year. Any adjustments in salary made during the life of this Contract shall be in the form of an amendment to this Contract, but it shall not be deemed that the District and Superintendent have entered into a new Contract or that the termination date of the existing Contract has been extended.

As an additional benefit, the Board shall reimburse Superintendent for (a) the deduction made from his or her base salary for KTRS contributions and (b) an amount equal to the premium for a standard individual health insurance policy.

That the Superintendent is contracted to work 242 days per year (pro-rated for any short year) and is considered a full-time annual employee.

Without limitation, the duties and responsibilities of the Superintendent shall be all those duties incident to the Office of Superintendent imposed by the laws and regulations of the Commonwealth of Kentucky and in keeping with Board policies. The Board may from time-to-time assign additional duties to Superintendent.

District agrees that it shall defend, hold harmless, and indemnify Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against Superintendent in his or her individual capacity, or in his or her official capacity as agent and employee of the District, provided the incident arose while said Superintendent was acting within the scope of his or her employment (excluding criminal litigation) and as such liability coverage is within the authority of the Board to provide under state law. In no case, however, will individual board members be considered personally liable for indemnifying said Superintendent against such demands, claims, suits, actions and legal proceedings.

If, in the good faith opinion of the Superintendent, a conflict exists as regards the defense of a claim between the legal position of the Superintendent and the legal position of the said District, the Superintendent may, with the advance approval of the Board, engage counsel of his or her own choosing and the District shall indemnify said Superintendent for the costs of his or her defense to the extent permitted by state law. District shall not, however, be required to pay any costs of any legal proceedings in the event the District and Superintendent have adverse interests in such legal proceedings.

Included in the duties of the Superintendent is and shall be the requirement of Superintendent to serve as the Secretary of the Board without additional compensation.

During the term of this Contract the Board shall conduct a formal professional evaluation of the Superintendent no later than August 1st of each year. In addition, the Superintendent shall have a comprehensive medical examination not less than annually and shall furnish to the Board a statement certifying his or her physical competency to perform the duties required of the Superintendent; and such written statement shall be furnished to the Chairman of the Board and shall be treated as confidential information by the Board, with the cost of said medical examination and report to be borne by the Danville Independent School District.

That throughout the term of this Contract the Superintendent shall be subject to discharge for good and just causes, provided the Board does not arbitrarily or capriciously call for his or her dismissal, and that the Superintendent shall have the right to service of written charges, notice of hearing, and a fair hearing before the Board.

The Board shall pay directly or reimburse the Superintendent for his or her costs of membership in Kentucky Association of School Administrators (KASA) and Kentucky Association of School Superintendents (KASS) and, in addition, shall pay or reimburse Superintendent for dues for civic or other local organizations as approved in advance by the Board.

The Board shall reimburse the Superintendent for school-related travel when such travel is a required part of his or her duties as per Board Policy 03.125.

The Board shall pay directly or reimburse the Superintendent for travel, meals, accommodations and registration fees for relevant state and national conferences as approved by the Board.

As a condition of employment, the Board requires that the Superintendent reside on a full-time basis within the district boundaries of the Danville Independent School District beginning no later than July 1, 2024, and continuing thereafter for the term of this Agreement. In this regard, the Board will reimburse the Superintendent for actual expenses incurred in moving his or her family, furniture, household goods, and related personal belongings to Danville, Kentucky. The amount reimbursed will be the lowest of three (3) quotes obtained by the Superintendent (but not to exceed \$10,000.00) and is subject to advanced approval by the Board.

Except as provided differently in this Agreement, the Superintendent shall receive the same fringe benefits as are afforded other certified administrative and instructional personnel in the school system.

The Board shall include the Superintendent as a named insured on all policies of liability insurance and errors and omissions insurance offered through the auspices of the Kentucky School Boards Association and carried by the Board, on the same terms and conditions as said insurance applies to members of the Board while serving in office. The premium therefore shall be paid by the Board.

Prior to the effective date of this Agreement, the Superintendent shall furnish to the Board a valid and appropriate certificate to act as Superintendent in accordance with the laws of the Commonwealth of Kentucky and as directed by the Board, and comply with KRS 160.350. As a condition of employment, the Superintendent, as provided for herein, shall continue to hold his or her certificate of administration and supervision as required by law in the form of Continuing Certification for Superintendency, and his or her failure to so hold shall void this agreement. The Superintendent represents and warrants to the Board that there are no pending matters involving him or her before the Educational Professional Standards Board (or similar professional governing body) and, further, that he or she will inform the Chairperson of the Board in writing within 15 days of the filing of any such matter in the future.

To the extent permissible by KRS 160.350(4) and other applicable law, as amended from time-to-time, on or before June 30th of each year during the term of this Agreement, the District shall, upon motion and affirmative vote of a majority of the school board, have the right to add an additional year to the then-remaining balance of the term of the Agreement. A written amendment to the Agreement shall be executed by the Board Chairperson and the Superintendent, reflecting the additional year being added to the term of the Agreement and confirming that all other provisions of the Agreement shall remain in full force and effect.

If, during the term of this Agreement, it is found that a specific clause or portion of the Agreement is illegal under federal or state law, the remainder of the Agreement not affected by such a ruling or determination shall remain in full force and effect.

Understood, agreed to, and entered into by the undersigned Superintendent, individually, and the Board by Board Order at a duly called and held meeting where a quorum was present, this day and year first above written.

BOARD OF EDUCATION OF THE
DANVILLE INDEPENDENT SCHOOLS

BY: Esther Rugerio
Esther Rugerio, Chairperson

Ron Ballard
Ron Ballard, Superintendent & Secretary

Note: One copy of this Contract shall be filed with the Office of District Support Services, Kentucky Department of Education
One copy shall be retained for the Superintendent's personnel file.

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FIRST AMENDMENT TO SUPERINTENDENT'S CONTRACT

This First Amendment is made this 21st day of July, 2025, but effective retroactive to the 1st day of July, 2025, by and between the Board of Education of the Danville Independent School District, 115 East Lexington Avenue, Danville, Kentucky 40422, and Ron Ballard, 115 East Lexington Avenue, Danville, Kentucky 40422;

WHEREAS, the parties executed an employment contract with an effective date of July 1, 2024, and the parties wish to amend that agreement as follows:

1. The parties hereby agree that the salary of the superintendent is hereby increased to \$150,000.00, effective July 1, 2025. Aside from this change, all of the terms and conditions of the employment contract between the parties dated November 20, 2023, with an effective date of July 1, 2024, remain the same and are incorporated herein by reference.



ESTHER RUGERIO, CHAIRPERSON
BOARD OF EDUCATION OF THE
DANVILLE INDEPENDENT SCHOOLS



RON BALLARD, SUPERINTENDENT
& SECRETARY
BOARD OF EDUCATION OF THE
DANVILLE INDEPENDENT SCHOOLS

SECOND AMENDMENT TO SUPERINTENDENT'S CONTRACT

This Second Amendment is made this 15th day of June, 2026, but effective the 30th day of June, 2026, by and between the Board of Education of the Danville Independent School District ("Board"), 115 East Lexington Avenue, Danville, Kentucky 40422, and Ron Ballard ("Superintendent"), 115 East Lexington Avenue, Danville, Kentucky 40422;

WHEREAS, the parties executed an employment contract with an effective date of July 1, 2024, as well as a First Amendment thereto dated July 21, 2025, and the parties wish to amend that contract further as follows:

1. The parties hereby agree that the salary of the Superintendent is hereby increased to \$160,000.00, effective June 30, 2026.

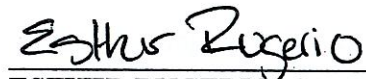
2. To the extent permissible by KRS 160.350(4), the parties agree that the contract term is extended by one (1) year to June 30, 2029.

3. The parties agree that the fifth literary paragraph of the employment contract shall be amended to read as follows:

As an additional benefit, the Board shall reimburse Superintendent for (a) deductions made from his base salary for KTRS contributions and (b) an amount equal to the premium for a standard employee plus spouse health insurance policy, as well as standard employee plus spouse dental and vision policies.

4. The employment contract is amended to provide that the Superintendent shall receive a flat reimbursement of \$100 per month for all in-state travel reimbursement.

5. Aside from the changes made herein, all of the terms and conditions of the Superintendent's Contract effective July 1, 2024, as amended by the First Amendment dated July 21, 2025, remain in full force and effect.



ESTHER RUGERIO, CHAIRPERSON
BOARD OF EDUCATION OF THE
DANVILLE INDEPENDENT SCHOOLS



RON BALLARD, SUPERINTENDENT
& SECRETARY
BOARD OF EDUCATION OF THE
DANVILLE INDEPENDENT SCHOOLS

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