

SUPERINTENDENT'S CONTRACT

THIS SUPERINTENDENT'S CONTRACT, made and entered into this 13th day of January 2026, by and between ANCHORAGE INDEPENDENT BOARD OF EDUCATION, (hereinafter referred to as "the Board"), and SHARLA SIX (hereinafter referred to as "Superintendent").

I. EMPLOYMENT

The Board hereby employs, engages, and hires Sharla Six as Superintendent of the Anchorage Independent Board of Education and Superintendent hereby accepts to such hiring, engagement, and employment. Superintendent shall perform her duties as Superintendent, subject to the direction of the Board, the terms and conditions hereinafter set forth, and shall perform, to the satisfaction of the Board, those duties set out in State law and Board policy. In addition, and for no additional compensation, the Superintendent shall perform the duties of secretary to the Board and shall discharge such duties according to state law.

II. BEST EFFORTS, TERMINATION

Superintendent shall use her best efforts in furtherance of, the discharge of her duties as Superintendent as set out in this contract, and by the laws, rules and regulations of the Kentucky Department of Education, State Board for Elementary and Secondary Education, Educational Professional Standards Board, and the Anchorage Independent Board of Education, and her/his failure to do so will be grounds for termination of this contract. This contract may also be terminated pursuant to State law, including but not limited to the reasons and procedures set forth in KRS 160.350.

III. TERM OF EMPLOYMENT

The term of this Contract shall commence July 1, 2026, and terminate on June 30, 2030, unless hereafter extended, provided however the Contract shall be subject to prior termination as provided herein or as by law.

IV. COMPENSATION OF SUPERINTENDENT

The Board shall pay Superintendent an annualized salary ("Annual Salary") of One Hundred Eighty-Two Thousand Dollars, (\$182,000.00), effective July 1, 2026 for the duties of Superintendent and Secretary to the Board. The Superintendent's salary shall be increased annually in accordance with other certified employees, provided said salary in each subsequent year shall not be less than the salary paid in the preceding year, and provided that the Superintendent shall receive an increase each year no less than the increase provided to other certified employees of the district. This contract requires the services of the Superintendent for

two hundred sixty (260) days per year including those holidays approved by the Board for twelve (12) month employees.

V. KENTUCKY STATE RETIREMENT SYSTEM CONTRIBUTION

During the term of this contract, the Board of Education shall reimburse the Superintendent for the actual cost of the employee portion of the payments on behalf of the Superintendent to the Kentucky Teachers' Retirement System, including any and all increased amounts attributable to any increase in the Superintendent's salary.

VI. VACATION AND OTHER FRINGE BENEFITS

Superintendent shall be entitled to the medical insurance benefits to which certified staff of the Board are entitled, and other fringe benefits as may be approved by the Board. Superintendent shall be eligible for twenty (20) vacation days annually. Unused vacation days shall rollover to the following year, however the Superintendent shall be compensated for no more than thirty (30) days unused and/or accumulated vacation days upon completion of the contract or upon retirement.

VII. EXPENSES

The Board shall reimburse the Superintendent for any and all reasonable expenses incurred while performing the duties of Superintendent or which are connected with the duties of the offices of Superintendent, including mileage at such rate per mile as the Board may approve. Such expenses shall include those in connection with obtaining continuing credit hours with accrediting organizations required by law or deemed necessary by the Board. Civic dues and additional education expenses shall be the responsibility of Superintendent. The Board shall, by direct payment or reimbursement, pay the professional dues for the Superintendent's memberships in The American Association of School Administrators, the Kentucky Association of School Administrators, the Kentucky Association of School Superintendents, and any other professional organizations as approved by the Board. Upon approval of the Board, the Superintendent shall at Board expense attend appropriate professional meetings and conferences at the local, regional, state, and national levels.

a. Expenses. The Board shall pay for reasonable expenses incurred by Superintendent in the continuing performance of her duties under this Agreement. Such expenses shall include those related to hosting guests of the school district or board, and expenses related to recruiting staff.

b. The Board shall provide Superintendent with a laptop computer.

VIII. GOALS, OBJECTIVES AND PRIORITIES

On or before the last Board meeting in July of each year, Superintendent shall submit a written statement of recommended goals for the Anchorage Independent School System and

all other matters which may be required to be submitted by state law or Board policy. Such goals shall be measurable and specific.

IX. EVALUATION OF SUPERINTENDENT

The Board of Education shall annually evaluate the Superintendent's performance. Such an evaluation may be in writing, at the option of the Board. The evaluation shall be in part measured against the goals described in Paragraph VIII. Superintendent and the Board of Education shall meet in executive session to discuss the annual evaluation.

X. PROFESSIONAL CERTIFICATION

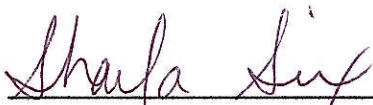
Pursuant to KRS 160.350, Superintendent shall maintain with the Board a statement signed by the Chief State School Officer that she has been duly issued a certificate of administration and supervision which qualified her to hold the office of Superintendent to which she has been appointed, and she shall hold such certificate throughout the period of her employment. Further she shall complete any Superintendent's training program and assessment center process set forth in Kentucky Revised Statute.

[Remainder of page intentionally left blank. Signatures appear on following page.]

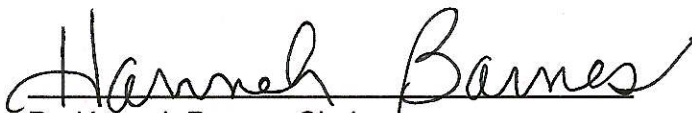
Witness the signature of the parties this 13th day of January, 2026.

ANCHORAGE INDEPENDENT BOARD OF EDUCATION, KENTUCKY

By:

A handwritten signature in dark ink, appearing to read "Sharla Six", written over a horizontal line.

Sharla Six, Superintendent

A handwritten signature in dark ink, appearing to read "Hannah Barnes", written over a horizontal line.

Dr. Hannah Barnes, Chairman