

**Robertson County School
Mount Olivet, Kentucky
Contract Employing Superintendent**

This CONTRACTUAL AGREEMENT, made and entered into this 2nd day of January, 2019, by and between the BOARD OF EDUCATION OF ROBERTSON COUNTY (hereinafter the "BOARD"), and Sanford Junior Holbrook (hereinafter "SUPERINTENDENT"), and authorized by action at a lawful meeting of the BOARD held on the 2nd day of January, 2019.

WITNESSETH:

NOW, THEREFORE, the BOARD and SUPERINTENDENT, for the consideration herein specified, agree as follows:

IT IS AGREED:

1. TERM OF EMPLOYMENT

SUPERINTENDENT is hereby hired and retained for a term commencing on July 1, 2019 through June 30, 2023 as Superintendent of Schools for the Robertson County Board of Education. Pursuant to KRS 160.350(4), the so called "Evergreen Clause," the Board, by majority vote prior to June 30th of any school year, may extend this Contract for one year (1) year.

2. DUTIES

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.

3. OUTSIDE ACTIVITIES

SUPERINTENDENT shall devote himself exclusively to his duties.

The SUPERINTENDENT and BOARD recognize the advisability, and on occasions the necessity, of the SUPERINTENDENT to attend seminars, meetings, courses, or programs conducted or sponsored at the local, state, or national levels. It is understood and agreed that the district shall permit a reasonable amount of time for the SUPERINTENDENT to attend such meetings, for the BOARD to pay for necessary fees and travel subsistence expenses as may

be approved by the BOARD or stipulated in the annual budget, or as may be set forth in local Board policy. This provision shall be limited to seminars, courses, or programs that would be for the benefit of the Robertson County Schools. The BOARD shall have ultimate discretion in determining the SUPERINTENDENT'S attendance and the amount of money to defray reasonable and necessary travel and subsistence expenses.

However, if the SUPERINTENDENT elects to attend any function, meeting, seminar, or program wherein he is compensated as a lecturer, consultant, or for such attendance, the time involved with such functions shall not be considered as part of the SUPERINTENDENT'S expenses involved with such functions.

4. COMPENSATION

The BOARD, based upon its evaluation of the SUPERINTENDENT for 2018-2019 school year, will set the salary of the SUPERINTENDENT during the term of this AGREEMENT, provided that in no event shall the SUPERINTENDENT be paid less than the salary of previous contract.

The Board recognizes that substitute bus driving is not a part of the Superintendent regular duties. Any compensation for sub bus driving shall be paid based from the approved salary schedule for that year and will be additional pay for the Superintendent.

The BOARD based upon its evaluation of the Superintendent, may adjust the salary made during the term of this AGREEMENT shall be in the form of an amendment to this AGREEMENT. Any said adjustment shall become part of this AGREEMENT, but shall not be deemed that the BOARD and SUPERINTENDENT have entered into a new AGREEMENT, nor shall it be deemed that the termination date of the existing AGREEMENT has been extended. Although the SUPERINTENDENT's salary may be increased at the discretion of the BOARD, nevertheless, this provision shall not be construed as an expectation by the SUPERINTENDENT that any such increase will occur. The BOARD shall, at least on an annual basis, conduct an evaluation of the SUPERINTENDENT.

5. WORKING DAYS AND BENEFITS

- a. Working Days---It is understood and agreed that each school year, July 1 through June 30 during the term of this AGREEMENT, shall consist of 240 working days. If the SUPERINTENDENT elects to be away from the job for five (5) or more days consecutively, this shall be subject to BOARD approval. Days not worked by the SUPERINTENDENT shall be noted in the minutes of the next regularly-scheduled BOARD meeting after said days are taken.

- b. Employees---The SUPERINTENDENT shall be entitled to all benefits and raises applicable to twelve month certified employees.
- c. Leaves---The SUPERINTENDENT shall accrue all leave days as authorized by Board Policy for certified employees. Consistent with statutory law, the SUPERINTENDENT shall be permitted to transfer to the district all sick leave accumulated in Kentucky as of June 30, 2019.
- d. Expenses---The BOARD shall pay or reimburse SUPERINTENDENT for reasonable expenses approved by BOARD and incurred by SUPERINTENDENT in the continuing performance of his duties under this AGREEMENT, as determined by the BOARD and according to Board Policy.
- e. Professional and Civic Dues---The BOARD recognizes the mutual benefits derived by the SUPERINTENDENT and the BOARD of the SUPERINTENDENT's membership in certain professional and civic organizations. The BOARD agrees to pay dues for the Kentucky Association of School Superintendents (KASS), the Kentucky Association of School Administrators (KASA), the Kentucky Education Association (KEA) and one civic club of the SUPERINTENDENT's choice.
- f. Retirement Benefits--- The district shall reimburse Superintendent Semi-monthly for his payments to Kentucky Teacher Retirement System or it successor in title.
- g. Health Insurance: The Board shall reimburse Superintendent for his contribution for premium family plan Health, Dental, Vision and Supplemental Health insurance for the Superintendent, his spouse and children.
- h. Automobile: The Superintendent shall have access to school four-wheel drive capable vehicles for his use. Hours of use for the purpose of this agreement shall be determined to be any part of any day worked by the Superintendent to include days related to travel.
- i. Life Insurance: The Board shall pay up to \$150 per month for life insurance policy for the Superintendent. The policy to be owned by the Superintendent who shall have the right to designate such beneficiaries as he may choose.
- j. Annual Leave: The Superintendent shall be entitled to 10 days of paid annual leave during each year of his employment with carry over privilege the same as other administration in the District. The Superintendent's paid

annual leave schedule shall be subject to review by the Board. Upon retirement only from the Robertson County School System, the Superintendent shall be paid any unused annual leave up to a maximum of 60 days.

6. DEATH DURING EMPLOYMENT:

- a. If Superintendent should die during the term of this employment, Board shall pay to the estate of Superintendent the compensation which otherwise would be payable to Superintendent up to the end of the month in which Superintendent's death occurs. Thereafter, Board shall have no further responsibility hereunder and this Contract shall automatically terminate effective the last day of the month in which the Superintendent's death occurs. This paragraph shall not be deemed to affect any other benefits that may be available under the applicable retirement program, health insurance, or otherwise.

7. RESIDENCY:

The Superintendent and his family will maintain permanent residency in Robertson County, Kentucky during the tenure of this contract.

8. TERMINATION OF EMPLOYMENT AGREEMENT

This AGREEMENT may be terminated as per the Board's Policy and shall also include the following:

- a. By expiration of its term;
- b. Mutual agreement of the parties;
- c. Discharge for cause.

9. BOARD POLICY

The SUPERINTENDENT's duties and obligations are governed by Board policy, unless otherwise specifically modified hereinabove.

10. SAVINGS CLAUSE

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

11. MISCELLANEOUS

This AGREEMENT has been executed in Kentucky, and shall be governed in accordance with the laws of the Commonwealth of Kentucky in every respect.

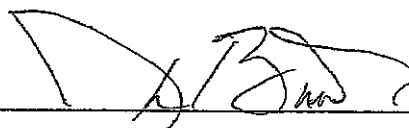
Paragraph headings have been inserted for convenience of reference only, and if there shall be any conflict between any such headings and the text of this agreement, the text shall control.

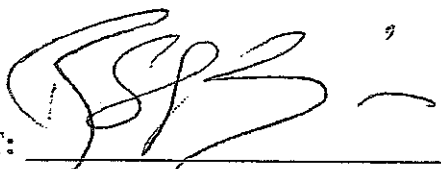
This AGREEMENT shall be executed in duplicate originals.

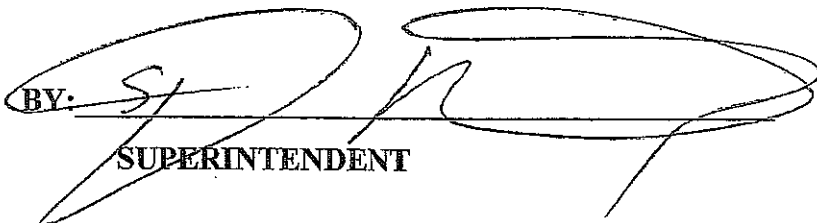
This AGREEMENT contains all of the terms agreed upon by the parties with respect to the subject matter of the AGREEMENT and supersedes all prior agreement, arrangements and communications between the parties concerning such subject matter, whether oral or written.

In TESTIMONY THEREOF, the BOARD AND SUPERINTENDENT have caused this AGREEMENT to be executed in their respective names, and in the case of the BOARD, by its Chairperson, on the day and year first above written.

BOARD OF EDUCATION OF ROBERTSON COUNTY

BY: 
CHAIRPERSON

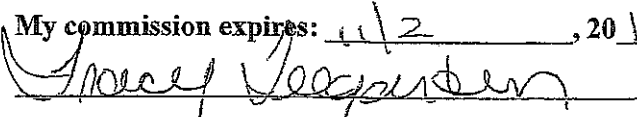
ATTEST: 
Board Attorney

BY: 
SUPERINTENDENT

COMMONWEALTH OF KENTUCKY

COUNTY OF ROBERTSON

Subscribed and sworn to before me by John T. Burns, Chairman, Robertson County Board of Education, and Sanford Junior Holbrook on this 2nd day of January, 2019.

My commission expires: 11/2, 2019

NOTARY PUBLIC

Robertson County School
Mount Olivet, Kentucky
First Amendment to Second Contract

This CONTRACTUAL AGREEMENT, made and entered into this 2nd day of June, 2021 by and between the BOARD OF EDUCATION OF ROBERTSON COUNTY (hereinafter the "BOARD"), AND Sanford Junior Holbrook (hereinafter "SUPERINTENDENT"), and authorized by action at a lawful meeting of the BOARD held on the 2nd day of June, 2021 to be effective on July 1, 2021.

WITNESSETH:

NOW, THEREFORE, the BOARD and SUPERINTENDENT, for the Consideration herein specified, agree as follows:

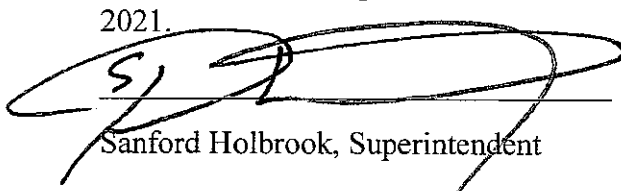
Items 2, 3, 6, 7, 8, & 9 from contract remain unchanged.

1. The Robertson County Board of Education through the Evergreen Clause of statute KRS 160.354(4), extend this contract to June 30, 2025.

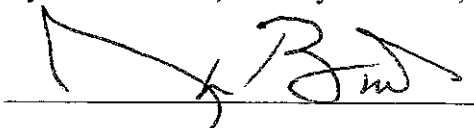
4. COMPENSATION

The salary shall be \$ 126,000 ^{One Hundred and Twenty-Six Thousand} ~~(One Hundred and Fifteen Thousand)~~ per school year. D.B.
The salary should be paid in semi-monthly payments.

IN WITNESS WHEREOF, the Board and Superintendent have caused this Agreement to be executed in their respective names and in case of the Board, by its Chairman, this day of June 2, 2021.


Sanford Holbrook, Superintendent

Robertson County Board of Education
Education

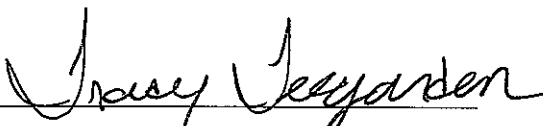

Dr. John Burns, Chairman

Robertson County Board of

COMMONWEALTH OF KENTUCKY
COUNTY OF Robertson, SCT.

The foregoing instrument was duly acknowledged before me by Sanford Holbrook,
Superintendent, this 2nd day of June 2021.

My commission expires: 11/2/2023.

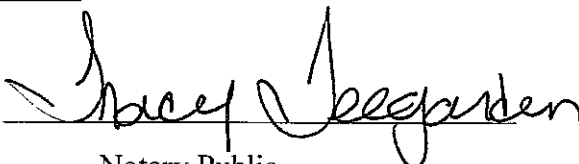

Notary Public

COMMONWEALTH OF KENTUCKY

COUNTY OF Robertson, SCT.

The foregoing instrument was duly acknowledged before me by Dr. John Burns, Chairman, this
2nd day of June 2021.

My commission expires: 11/2/2023.

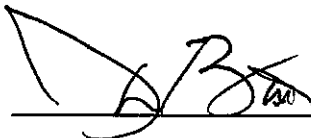

Notary Public

Amendment to Superintendent Sanford J. Holbrook's contract

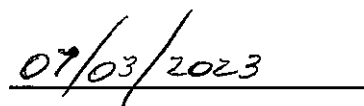
Tuition reimbursement

The board agrees to reimbursement of tuition expenses for the superintendent to finish a P-12 Administrative Leadership doctorate degree at an accredited graduate school (Morehead State University). This would be for EDD 800, 804, 806, 808, 876,899 if he remains the Superintendent of Robertson County Schools.

ADDITIONAL DAYS OF EMPLOYMENT. The current employment contract with Superintendent Sanford Holbrook shall be amended to allow for up to 10 (ten)to 20 (twenty) additional contract workdays for the 2019-2020, 2020-2021, 2021-2022, 2022-2023 and 2023-2024 school years (not to exceed 260). These additional days will be paid at the same daily rate as all other workdays under the current Superintendent contract.



Board Chairman



Date

Robertson County School
Mount Olivet, Kentucky
Amendment to Second Contract

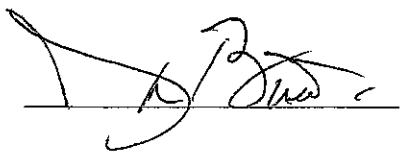
This CONTRACTUAL AGREEMENT made and entered into 25th day of November 2024 by and between the BOARD OF EDUCATION OF ROBERTSON COUNTY (hereinafter the "BOARD"), AND Sanford Junior Holbrook (hereinafter "SUPERINTENDENT"), and authorized by action at a lawful meeting of the BOARD held on the 25th day of November 2024 to be effective on Dec. 2, 2024.

WITNESSETH:

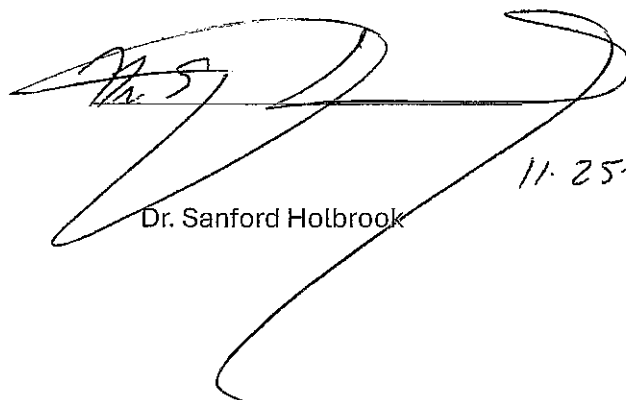
NOW, THEREFORE, the BOARD and SUPERINTENDENT, for the Consideration herein specified, agree as follows:

Items 2, 3, 6, 7, 8, & 9 of the contract remain unchanged.

1. Compensation: Dr. Sanford Holbrook will receive the \$5,000.00 extra duties stipend in the 24/25 budget for Federal Program Director.
2. Dr. Holbrook will work 160 days from Dec. 2, 2024 – June 30th, 2025, as Superintendent of Robertson County School.
3. Dr. Holbrook reimbursed for all mileage for professional duties as Asst. Principal at RCS from July 2024 to November 30, 2024.



Dr. John Burns – RCS BOE Chairman



11.25.24

Dr. Sanford Holbrook

Annual Leave: The Superintendent is entitled to 5 more additional days of annual leave in 2024/2025 and 2025/2026.

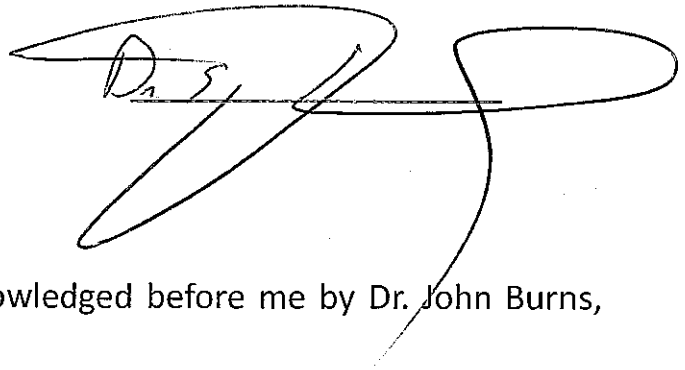
Compensation: The BOARD will increase the Superintendent Annual salary an additional Fifteen Thousand Dollars. for the 2025/2026 school year.

In Witness Whereof, the Board and Superintendent have caused this Agreement to be executed in their respective names and in case of the Board, by its chairman, this day of 19th February 2025.

Dr. John Burns



Dr. Sanford Holbrook



Commonwealth of Kentucky

The foregoing instrument was duly acknowledged before me by Dr. John Burns, Chairman, this 19th day of February.

My Commission expires 11/27/2027

Notary Public Nancy Leeper

Commonwealth of Kentucky

The foregoing instrument was duly acknowledged before me by Dr. Sanford Holbrook, Superintendent, this 19th day of February.

My Commission expires 11/27/2027

Notary Public

Mary C. Cagden

Amendment to Superintendent Sanford J. Holbrook's contract

This Contractual Agreement made and entered into this 19th day of February 2025, by and between the BOARD OF EDUCATION OF ROBERTSON COUNTY (hereinafter the "Board"), and Dr. Sanford Holbrook (hereinafter "Superintendent"), and authorized by action at a lawful meeting of the BOARD held on the 19th day of February 2025.

Term of Employment

Superintendent is hereby renewed contract and retained for a term commencing on July 1, 2025, through July 31, 2026, as Superintendent of Schools for the Robertson County Board of Education.

ADDITIONAL DAYS OF EMPLOYMENT. The current employment contract with Superintendent Sanford Holbrook shall be amended to allow for up to 10 (ten) as needed after 10 the board can approve up to 10 more for a total of 20 additional contract workdays for the 2024/2025 and 2025/2026 school years (not to exceed 260). These additional days will be paid at the same daily rate as all other working days under the current Superintendent contract.

Robertson County School
Mount Olivet, Kentucky
Amendment to Last Contract

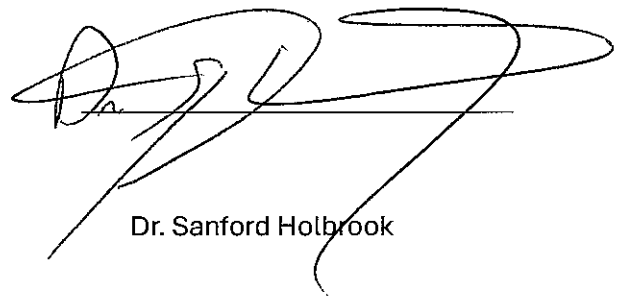
This CONTRACTUAL AGREEMENT was made and entered into 22nd day of July 2026 by and between the BOARD OF EDUCATION OF ROBERTSON COUNTY (hereinafter the "BOARD"), AND Sanford Junior Holbrook (hereinafter "SUPERINTENDENT"), and authorized by action at a lawful meeting of the BOARD held on the 22nd day of July 2026.

WITNESSETH:

Amend the Superintendent 25/26 contract to add 12 additional annual days to be retroactive for 25/26 school year.

A handwritten signature in black ink, appearing to read "J. Burns", written over a horizontal line.

Dr. John Burns – RCS BOE Chairman

A large, stylized handwritten signature in black ink, written over a horizontal line.

Dr. Sanford Holbrook