SUPERINTENDENT CONTRACT BY AND BETWEEN

_____

AND THE
SCIENCE HILL INDEPENDENT BOARD OF EDUCATION

THIS EMPLOYMENT CONTRACT is made and entered into this 1st day of July, 2026, by and between the Science Hill Independent Board of Education ("District") and Matt Cook ("Superintendent"), pursuant to District action at a duly convened meeting on March, 24th, 2026.

The District and the Superintendent agree as follows:

1. TERM

District, in consideration of the terms and provisions stated herein, and for the mutual benefit of each, hereby employs Superintendent, and Superintendent accepts employment as Superintendent of Schools for a term commencing on the 1st day of July, 2026, and ending on the 30th day of June, 2030. The District may, by specific action and with the consent of the Superintendent, extend the termination date of the existing contract to the full extent permitted by applicable law.

2. PROFESSIONAL CERTIFICATION AND RESPONSIBILITIES OF SUPERINTENDENT

A. **CERTIFICATION**: Superintendent shall hold a valid certificate issued by the appropriate authority in Kentucky which qualifies the Superintendent for the position.

B. **DUTIES**: Superintendent shall have charge of the administration of the Schools under the direction of the Board. The Superintendent shall be chief executive officer of the Board; shall be responsible for implementation of Board policies; shall direct and assign teachers and other employees of the Schools under the

Superintendent's supervision; shall organize, reorganize and arrange the administrative and supervisory staff, including instruction and business affairs, as best serves the District; shall submit a written Superintendent's progress report to the Board, on a quarterly basis, which shall be reviewed quarterly with the Board concerning the progress made by the Superintendent toward the goals which have been or may be established by the Board from time to time, including, without limitation, monthly planning meetings or when and as requested by the Board. The Superintendent shall from time to time suggest regulations, rules and procedures deemed necessary for the orderly administration and good progress of the School District, and in general perform all duties that are by law incident to the office of the Superintendent and such other duties as may be prescribed by the Board from time to time. In the event the District has not filled a vacant principal's position, the Superintendent shall also perform those duties and/or assign appropriately qualified administrators to do so. The Board, individually and collectively, shall promptly refer appropriate criticisms, complaints, and suggestions called to its attention to the Superintendent for study, recommendation, and any appropriate action. The Superintendent shall attend all Board meetings and Board committee meetings.

C. **NUMBER OF DAYS OF EMPLOYMENT PER SCHOOL YEAR:** The Superintendent shall be employed for 240 days per school year.

D. **SECRETARY:** The Superintendent shall serve as the Board Secretary consistent with applicable law.

E. **OUTSIDE ACTIVITIES**: The Superintendent agrees to devote his time, skill, labor, and attention to said employment during the term of this contract. However, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing, teaching, or other professional duties and obligations, include work as an independent contractor, provided those outside activities do not impede or conflict with the Superintendent's duties.

3. PROFESSIONAL GROWTH OF SUPERINTENDENT

District encourages the continuing professional growth of the Superintendent through the Superintendent's participation, as he chooses in light of the Superintendent's responsibilities as Superintendent, in:

A. The operation, programs, and other activities conducted or sponsored by local, state, and national school administrators and school board associations.

B. Seminars and courses offered by public or private educational institutions; and

C. Informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of Superintendent to perform his professional responsibilities for District.

D. District shall permit a reasonable amount of release time for Superintendent to attend to such matters and shall pay for the lodging fees only for travel, as approved by the District in the annual budget, and duly documented by Superintendent in accordance with District policy and procedure.

4. COMPENSATION

A. **SALARY:** District shall pay Superintendent a salary of $ 150,000.00 for this contract term. This annual salary shall be paid to Superintendent in regular installments in accordance with the schedule of salary payments in effect for other certified employees. The Superintendent shall indemnify, save and hold the Science Hill Independent School District harmless for any and all income tax consequences arising herefrom, and hereby waives and relinquishes any and all claims against the District pertaining to any withholding or other federal, state, and local obligations pertaining to salary and payroll taxes and other contributions or payments which may be claimed due from either party herein except as agreed herein to be paid by the District.

B. **RAISES/ADDITIONAL COMPENSATION:** The Superintendent is eligible for raises or additional compensation in accordance with applicable law.

C. **BENEFITS:** The Board will pay the premiums for health, life, dental, and vision insurance, and also make the retirement contributions on behalf of the Superintendent. The Board will also pay all travel expenses when the Superintendent travels in connection with duties to the District, including lodging, mileage, and meals, all in accordance with applicable law and Board policy.

5. LEAVE, PROFESSIONAL MEMBERSHIPS and EQUIPMENT

A. **Leave:** Superintendent shall be entitled to all the leave applicable to twelve (12) month administrative employees as are incident to their employment relationship with the District, including but not limited to, emergency leave,

leave for jury duty, personal leave and sick leave. The Superintendent shall have ten days of paid vacation leave, exclusive of legal holidays and other days not considered work days pursuant to the calendar adopted (or as amended) by the District. Any vacation leave not taken during the school year shall expire and not accrue.

B. **Professional Memberships:** District shall pay 100% (pro-rated as of the beginning date hereof) of Superintendent's membership charges to the following professional associations: Kentucky Association of School Administrators, and Kentucky Association of School Superintendents, in which membership is necessary to maintain and improve Superintendent's professional skills, as permitted by State law and as approved by the District in the annual budget.

C. **Technology and Equipment:** The District shall provide the Superintendent with access to the following technology and equipment as will assist him in the performance of his duties, to be used for and in the District's interest: (1) cellular telephone; (2) internet access and computer equipment related thereto.

D. **Other:** In addition, the Superintendent will have use of other equipment in accordance with Board policy and procedure as may be provided from time to time. This may include use of a District-owned vehicle in a manner consistent with Board policy.

6. OTHER EXPENSES

District shall pay or reimburse Superintendent for reasonable expenses approved by the District and incurred by the Superintendent in the continuing performance of his

duties under this Employment Agreement. Superintendent shall follow Board policy regarding documentation and approval of all such expenses.

7. PROFESSIONAL LIABILITY

District agrees that it shall defend Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against Superintendent (other than by the District) in his individual capacity and in his official capacity as agent and employee of District, provided the incident arose while Superintendent was acting within the scope of his employment and excluding defense of criminal charges or intentional wrongful acts, and only to the extent liability coverage is in force and to the extent such defense is within the authority of the School District to provide under State law.

8. EVALUATION

The Board shall evaluate and assess, in writing, the performance of Superintendent in accordance with applicable law and policy.

9. TERMINATION OF EMPLOYMENT CONTRACT

The Employment Contract may be terminated by:

A. Mutual agreement of the parties;

B. Retirement of Superintendent;

C. Disability or death of Superintendent;

D. Loss of required certification;

E. Removal by State authority;

F. Discharge for cause, in accordance with applicable law. Notice of discharge for cause shall be given in writing and Superintendent shall be entitled to appear before the Board to discuss such causes. If Superintendent chooses to be

accompanied by legal counsel at such meeting, he shall bear costs and fees thereof. The meeting shall be conducted in closed, executive session. The Superintendent shall be provided a written decision describing the results of the meeting.

G. Nothing herein shall be deemed to have modified or decreased any right of the Board of Education to discharge a Superintendent as provided by statute.

10. **SAVINGS CLAUSE**: Should any provision hereof be deemed invalid or unenforceable by a court of competent jurisdiction, such invalidity or unenforceability shall have no effect on any of the remaining provisions hereof.

11. **ENTIRE AGREEMENT AND MODIFICATION**: The Parties hereto agree that this Contract expresses all of the material terms agreed upon by the parties, and these written terms are controlling, with any verbal discussion merged herewith. This Agreement can only be modified by a written document executed by all parties by appropriate action.

12. **GOVERNING LAW AND VENUE**: The parties, this agreement, and the location for the performance hereunder, are in Pulaski County, Kentucky. This agreement shall be construed in accordance with applicable Kentucky law, and any proceeding between the parties shall be in Pulaski County, Kentucky except to the extent venue is set by statute for a particular proceeding.

IN TESTIMONY WHEREOF, witness the signatures of the parties hereto, the day and year first above written.

SCIENCE HILL INDEPENDENT BOARD OF EDUCATION

BY: Herbert W. Norfolk
CHAIRPERSON

Matt Cook
_____, SUPERINTENDENT

Approved by the Science Hill Independent Board of Education on the 24th day of March, 2026, and included with the Minutes of the meeting on said date.

ATTEST:

Jimmy Dyehouse
SECRETARY, Science Hill Independent
Board of Education