

EXP 24-25
2023



**CONTRACT EMPLOYING
SUPERINTENDENT OF SCHOOLS
HENDERSON COUNTY SCHOOL DISTRICT
HENDERSON, KENTUCKY**

This contract of employment is made and entered into this 19th day of June, 2023, by and between the BOARD OF EDUCATION OF HENDERSON COUNTY, KENTUCKY (hereinafter the "Board"), and DR. BOB LAWSON (hereinafter "Superintendent"), and authorized by action at a lawful meeting of the Board held on the 19th day of June, 2023.

WITNESSETH:

WHEREAS, this Agreement is made in accordance with and contingent upon the action of the Board as taken at a regular meeting held on June 19, 2023, whereby the Board voted to extend to Dr. Bob Lawson a new contract employing her as Superintendent of the Henderson County School District at the end of her existing contract in accordance with the provisions set forth herein; and

WHEREAS, the parties agree that, as Superintendent, Dr. Lawson shall perform the duties of the Superintendent of the Henderson County School District (hereinafter the "District") as prescribed by the laws of the Commonwealth of Kentucky and by the policies and procedures of the Board of Education of Henderson County, Kentucky;

NOW, THEREFORE, the Board and Superintendent, for the consideration herein specified, agree as follows:

1. **Term.** The Board employs the Superintendent, and the Superintendent accepts employment, as Superintendent of Schools of the Henderson County School District for a four (4) year term commencing on July 1, 2024 and ending on June 30, 2028.
2. **Professional Certification.** Superintendent shall hold a certificate of legal qualification for the position of Superintendent of Schools in the Commonwealth of Kentucky at all times during the term of this Contract and shall comply with KRS 160.350 and the Professional Code of Ethics for Kentucky school certified personnel as enacted by the Education Professional Standards Board.
3. **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 Board policy. Other duties and responsibilities as may be needed from time to time may be assigned to the Superintendent by the Board.
4. **Outside Activities.** The Superintendent shall devote his time, attention and energy to the business of the Henderson County School District and shall not engage in outside employment without advance written and specific consent of the Board.

5. **Professional Growth.** The Superintendent and the Board recognize the advisability, and on occasions the necessity, of the Superintendent to attend seminars, 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 and subsistence expenses as may be approved by the Board or stipulated in the annual budget. This provision shall be limited to seminars, courses, or programs that would be for the benefit of the District. 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.

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 required working days and the Board shall not pay the Superintendent's expenses involved with such functions.

6. **Compensation.** The Board shall pay Superintendent an annual base salary of One Hundred One Hundred Seventy-Five Thousand Dollars (\$175,000.00) in regular installments in accordance with the schedule of salary payments in effect for other certified employees of the Henderson County School District.
- a. In addition, the District shall reimburse the Superintendent for the actual cost of the employee portion of the payments made on behalf of the Superintendent to the Kentucky Teacher's Retirement for retirement benefits, including any and all increased amounts that are attributable to the increase in Superintendent's salary as set forth herein.
 - b. Beginning with the 2025-2026 school year and each year thereafter, the Superintendent shall receive the base salary plus, at minimum, the same percentage increase comparable to his rank and experience on the teacher salary schedule. Said increase shall be an increase in the Superintendent's base salary, and subject to the usual state, federal and local deductions, and withholdings.
 - c. Additionally, the Superintendent's salary may, at the Board's discretion, be further increased by the Board on a yearly basis through a merit raise, starting on July 1, 2025, at a rate and in an amount determined by the Board, based upon the Superintendent's yearly performance review and the District's financial resources. The Superintendent's yearly performance review shall be completed by the Board and communicated to the Superintendent in accordance with Board policy. In any event, the Superintendent's current salary may not be decreased.
7. **Working Days.** It is understood and agreed that the Superintendent is a twelve month, 240 working day contract employee with the District and shall work the days required in the appropriate school calendar adopted by the Board.
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- a. If the Superintendent elects to be away from the job for five (5) or more days consecutively, he shall obtain prior Board approval. Time away from the District as specified in this provision shall be noted in the minutes of the next regularly scheduled Board meeting after said days are taken.
 - b. The Superintendent shall be entitled to all benefits applicable to twelve-month certified employees and any additional benefits specified in this Contract.
8. **Leave.** The Superintendent shall be entitled to and 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, 2020.
- a. The Superintendent shall be entitled to twenty (20) days of paid vacation each school year, which shall be available on July 1.
 - b. Any unused vacation days may be accrued each year of employment and carried over from year to year. Upon retirement or a mutually agreed upon severance from his employment, the Superintendent shall be paid his daily rate of pay in existence at that time for a maximum of twenty (20) vacation days. The "daily rate" shall be based on the Superintendent's salary divided by the number of contract days in a year.
9. **Benefits.**
- a. **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 Contract, as determined by the Board and according to Board Policy. The Superintendent shall provide to the Board a written report of said expenses on a monthly basis.
 - b. **Health Insurance.** The Board shall pay the family plan portion of the health insurance plan chosen by the Superintendent which is offered by the Commonwealth of Kentucky to all certified employees of the Henderson County School District in an amount not to exceed Five Thousand Dollars (\$5,000.00) per year for each year of the contract. This coverage shall be in addition to the Superintendent's individual health care coverage provided by the Commonwealth of Kentucky.
 - c. **Dental and Vision Insurance.** The Board shall pay the premiums for a family dental and vision insurance policy for the Superintendent and his family in an amount not to exceed One Thousand Two Hundred Dollars (\$1,200.00) per year for each year of the contract.
 - d. **Other Insurance.** Board shall pay the aggregate yearly premium costs for disability insurance, major illness/long term care insurance, and personal life
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insurance in a total fiscal year sum during the term of this Contract not to exceed Two Thousand Five Hundred Dollars (\$2,500.00) per year for each year of the contract.

- 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 Education Association (KEA), Kentucky Association of School Superintendents (KASS), the Kentucky Association of School Administrators (KASA), and one (1) civic club of the Superintendent's choice.
 - f. **Automobile.** The Board shall provide the Superintendent with a vehicle during the term of this Contract; and shall be responsible for the costs of all customary repairs, insurance, maintenance and expenses related thereto.
 - g. **Electronic devices.** The District shall, at its expense, furnish the Superintendent with the following district owned equipment for his use: cellular phone/data plan, home use computer, such as a laptop computer and/or tablet, complete with incidentals including a printer. For business use, the Superintendent shall only use Board approved, District-issued, hardware, software, equipment, or accessories. All such hardware, software, equipment, or accessories are, and at all times shall remain the property of the District, and upon separation of employment from the District, the Superintendent shall immediately return any and all hardware, software, equipment, or accessories.
10. **Termination.** The Superintendent's employment contract with the Henderson County School District may be terminated as follows:
- a. By mutual agreement of the parties.
 - b. Retirement of the Superintendent.
 - c. Disability or death of the Superintendent. In the event of Superintendent's mental, emotional or physical disability for a continuous period of three months, to be calculated after using all available sick days, the Board shall have the right to immediately terminate this Contract.

If a question exists concerning the capacity of the Superintendent to return to his duties, the Board may require the Superintendent to submit to a medical examination to be performed by a doctor licensed to practice medicine. The Board and Superintendent shall mutually agree upon the physician who shall conduct the examination. The examination shall be done at the expense of the Board. The physician shall limit his report to the issue of whether the Superintendent has a continuing disability that prohibits his from performing his duties.

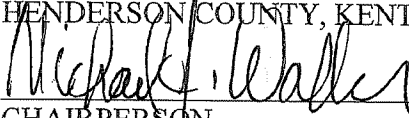
- d. Discharge for cause as provided by law or contract. Discharge for cause shall constitute conduct which is seriously prejudicial to the Henderson County School District, including, but not limited to, neglect of duty, breach of contract and/or any grounds set forth in KRS 161.790 as grounds for termination of the contract of a teacher. In the case of discharge for cause, the Superintendent shall be afforded due process as required by law.
11. Board Attorney. The Superintendent has the authority to utilize and direct the services of the Board Attorney in the discharge of his duties, as herein described, except when the services of said Board Attorney would or may conflict with the legal interests of the Board. The Board retains authority to employ and terminate the Board Attorney.
12. Savings Clause. If, during the term of this Contract, it is found that a specific clause of the Contract is illegal under federal or state law, the remainder of the Contract not affected by such ruling shall remain in force.
13. Miscellaneous. This Contract 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 or reference only, and if there shall be any conflicts between any such headings and the text of this agreement, the text shall control.

This Contract may be executed in duplicate originals.

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

In TESTIMONY THEREOF, the Board and Superintendent have caused this Contract 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
HENDERSON COUNTY, KENTUCKY

CHAIRPERSON


DR. BOB LAWSON

COMMONWEALTH OF KENTUCKY
COUNTY OF HENDERSON

Subscribed and sworn to before me by Mike Waller, Chairman, Henderson County Board of Education, on this 19th day of June, 2023.

My Commission expires: 5/15/2024

Rolin L. Newton
NOTARY PUBLIC KYNP 7267

COMMONWEALTH OF KENTUCKY
COUNTY OF HENDERSON

Subscribed and sworn to before me by Dr. Bob Lawson on this 19th day of June, 2023.

My Commission expires: 5/15/2024

Rolin L. Newton
NOTARY PUBLIC KYNP 7267

**AMENDMENT TO CONTRACT OF
DR. BOB LAWSON
SUPERINTENDENT OF SCHOOLS
HENDERSON COUNTY SCHOOL DISTRICT
HENDERSON, KENTUCKY**

This AMENDMENT to the contract of employment is made and entered into this 21st day of July, 2025, by and between the BOARD OF EDUCATION OF HENDERSON COUNTY, KENTUCKY (hereinafter the "Board"), and DR. BOB LAWSON (hereinafter "Superintendent"), and authorized by action at a lawful meeting of the Board held on the 21st day of July, 2025.

WITNESSETH:

WHEREAS, the Board has heretofore employed Dr. Bob Lawson as Superintendent of the Henderson County School District for a four-year term commencing July 1, 2024, upon the terms and conditions recited in the contract of employment dated June 19, 2023 (herein after the "2023 Contract") and incorporated herein by reference; and

WHEREAS, during his tenure as Superintendent of the Henderson County Schools, Dr. Bob Lawson has provided outstanding educational leadership and personal dedication to the students and staff of the Henderson County School District;

WHEREAS, the Board has resolved to amend certain terms of the 2023 Contract of Dr. Bob Lawson as Superintendent of the Henderson County School District for the terms and upon the provisions set forth herein and now seek to memorialize their agreement in writing.

NOW, THEREFORE, the Board and Superintendent, for the consideration herein specified, agree as follows:

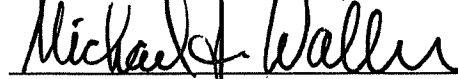
1. **Term.** Paragraph 1 of the 2023 Contract be, and the same is hereby amended to reflect that the Board shall extend the term of the contract for one (1) additional year, commencing July 1, 2028 and ending on June 30, 2029.
2. **Working Days.** Paragraph 7 of the 2023 Contract be, and the same is hereby amended to reflect that the Superintendent is a twelve-month, 241 working day contract employee with the District and shall work the days required in the appropriate school calendar adopted by the Board.
3. **Leave.** Paragraph 8(b) of the 2023 Contract be, and the same is hereby amended and restated as follows: "Any unused vacation days may be accrued each year of employment and carried over from year to year. Upon retirement or a mutually agreed upon severance from his employment, the Superintendent shall be paid his daily rate of pay in existence at that time for a maximum of twenty (20) vacation/annual leave days. The "daily rate" shall be based on the Superintendent's salary divided by the

number of contract days in a year. Recognition of annual/vacation leave for TRS purposes shall be governed by applicable statutes, regulations and Board Policy."

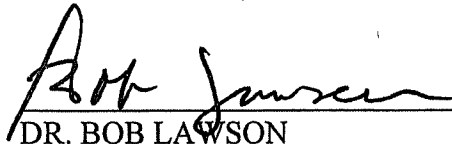
4. All other terms and provisions of the 2023 Contract, not in conflict with the terms and provisions of this Amendment, shall remain in full force and effect.
5. The execution of this Agreement by Mike Waller, Chairperson of the Board of Education of Henderson County, Kentucky, is authorized by a proper resolution of the Board on the 19th day of July, 2025.

In TESTIMONY THEREOF, the Board and Superintendent have caused this Contract 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
HENDERSON COUNTY, KENTUCKY



MIKE WALLER, CHAIRPERSON

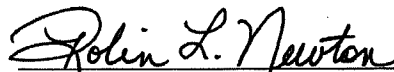


DR. BOB LAWSON

COMMONWEALTH OF KENTUCKY
COUNTY OF HENDERSON

Subscribed and sworn to before me by Mike Waller, Chairman, Henderson County Board of Education, on this 21st day of July, 2025.

My Commission expires: 5/15/28



NOTARY PUBLIC KYNP 7267

COMMONWEALTH OF KENTUCKY
COUNTY OF HENDERSON

Subscribed and sworn to before me by Dr. Bob Lawson on this 21st day of July, 2025.

My Commission expires: 5/15/28



NOTARY PUBLIC KYNP 7267