ELLIOTT COUNTY BOARD OF EDUCATION
SANDY HOOK, KENTUCKY

CONTRACT EMPLOYING SUPERINTENDENT

This Agreement, made and entered into, effective July 1, 2026, by and between THE BOARD OF EDUCATION OF ELLIOTT COUNTY, KENTUCKY (hereinafter referred to as the "BOARD"), and DOLLY FANNIN (herein referred to as the "SUPERINTENDENT"), and authorized by action at the lawful meeting of the Board held on the 18th day of June, 2026.

The Board and Superintendent, for the consideration hereinafter specified, agree as follows:

I. TERM OF EMPLOYMENT: Superintendent is hereby employed for a term commencing on July 1, 2026, and ending on June 30, 2027, as Superintendent of the Elliott County Schools.

II. DUTIES: The duties and responsibilities of the Superintendent shall be all of those duties incident to the Office of Superintendent imposed by the laws and regulations of the Commonwealth of Kentucky and in keeping with the policies of the Board, and such other duties and responsibilities as may be assigned to the Superintendent from time to time by the Board.

III. OUTSIDE ACTIVITIES: Superintendent shall devote her time, attention and energy to the business of the Elliott County Schools.

The Superintendent and Board recognize the advisability and on occasion the necessity of the Superintendent to attend seminars, courses or programs conducted or sponsored at the local, state or national levels. The Board shall permit a reasonable amount of time for the Superintendent to attend such meetings and agree to pay the necessary fees, travel and subsistence expenses as it may approve or as may be provided for in local Board policy. The attendance herein provided for shall be limited to out of district seminars, courses or other programs that will benefit the Elliott County School System, and the Board shall have ultimate discretion in determining the Superintendent's attendance and the amount of money to be provided to the Superintendent to defray reasonable and necessary travel and subsistence expenses.

Should the Superintendent attend any function, meeting, seminar or program where her attendance is paid for by a third party or for which he is compensated as a lecturer or consultant, the time spent away from the school system while attending such function shall not be considered as part of her 240 required working days and the Board shall not be required to pay the Superintendent's expenses incurred as result of such attendance.

IV. COMPENSATION: The salary of the Superintendent shall be One Hundred Fifteen Thousand Dollars ($115,000.00) for the 2026-2027 school year. The salary shall be paid in monthly installments on the same dates that administrators who work 12 months are paid. No other increase or raise shall be given to the Superintendent for

the 2026-2027 school year, regardless of any adjustment the Board may make to the salary schedule for other certified employees.

V. EVALUATION: The Board shall, on an annual basis, conduct an evaluation of the Superintendent and devote a portion of at least one meeting annually to an evaluation of the Superintendent's performance and to a discussion of the working relationship between the Superintendent and the Board.

VI. WORKING DAYS AND BENEFITS:

a. Working Days. It is understood and agreed that each school year during the term of this Agreement shall begin on July 1st and extend through June 30th and shall consist of 240 working days.

b. Non-Contract Days. The Superintendent's vacation shall be taken during non-contract days and such days not taken during the school year shall not accumulate and will not be carried forward beyond the last day of the school year.

c. Leaves. The Superintendent shall accrue all leave days as authorized by Board policy for certified employees.

d. Health Insurance. The Board shall pay the premiums for health, dental and vision insurance as provided to other district employees.

e. Expenses. The Board shall pay or reimburse the Superintendent for reasonable expenses approved by the Board and incurred in the continuing performance by the Superintendent of her duties under this Agreement.

f. Professional and Civic Dues. The Board recognizes the mutual benefits derived by reason of the Superintendent's membership in certain professional and civic organizations. The Board agrees to pay dues for the Superintendent for membership in one of the following: American Association of School Administrators, the Kentucky Association of School Superintendents, or the Kentucky Association of School Administrators, and one civic club of the Superintendent's choice.

g. Automobile expenses. The Superintendent shall be reimbursed for mileage as specified in Board policy when using her personal vehicle on the business of the school district.

h. Retirement benefits. The Superintendent shall have the same retirement benefits as provided to certified employees under the Kentucky Teachers Retirement System and as contained in Board policy.

i. Computer Equipment and Cellular Telephone. The Board shall provide the Superintendent with necessary/required computer equipment and updates or upgrades which will permit the Superintendent to perform the duties of her office while at home or traveling. The district will not pay for cell phones, cell phone service nor home internet costs.

VII. BOARD POLICY: The Superintendent's duties and obligations are governed by Board Policy unless otherwise specifically modified herein. All employment benefits provided to the Superintendent are as specifically enumerated in this Agreement and shall supersede any general policy applicable to other employees of the Board.

VIII. TERMINATION OF EMPLOYMENT AGREEMENT: This Agreement may be terminated as specified in the Board's Policy and shall also be subject to termination as follows:

a. By expiration of the term of this Agreement;

b. Mutual agreement of the parties in writing; or

c. Disability which prevents the Superintendent from performing the essential duties of her office;

d. Discharge for cause.

IX. NOTICE:
Any notice or communication permitted or required under the terms of this Agreement shall be in writing and shall become effective on the day of mailing thereof by registered or certified mail, postage prepaid and addressed:

If to the Board, addressed to:

Chairman, Board of Education of
Elliott County Schools
PO Box 767
Sandy Hook, KY 41171-0767

or current address of the Board of Education.

If to Superintendent, addressed to:

Dolly Fannin
75 Thornhill Lane
Morehead, KY 40351

X. SAVINGS CLAUSE. If, during the term of this Agreement, it is found that a specific clause hereof is illegal or otherwise unenforceable, the remainder of the Agreement not affected thereby shall remain in full force and effect.

XI. MISCELLANEOUS. This Agreement, which shall be executed in duplicate originals, contains all of the terms agreed upon by the parties with respect to the subject matter hereof and supersedes all prior agreements, arrangements, understandings and communications between the parties concerning the subject matter hereof, whether oral or written and shall be construed in accordance with the laws of the Commonwealth of Kentucky.

IN WITNESS WHEREOF, the Board and Superintendent have caused this Agreement to be executed in their respective names and in the case of the Board, by its Chairman, this ____ day of June, 2026.

SUPERINTENDENT

Dolly Fannin

DOLLY FANNIN,

COMMONWEALTH OF KENTUCKY

COUNTY OF ELLIOTT, SCT.

The foregoing Contract was duly acknowledged before me by DOLLY FANNIN, Superintendent, this 18th day of June, 2026.

Commission ID# KYNP46154

My Commission expires: 3/3/30

Lisa Gillum

Notary Public

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ELLIOTT COUNTY BOARD OF EDUCATION

Brent Sturgill

BRENT STURGILL, CHAIRMAN

COMMONWEALTH OF KENTUCKY

COUNTY OF ELLIOTT, SCT.

The foregoing Contract was duly acknowledged before me by Brent Sturgill, Chairman, Elliott County Board of Education, this 18th day of June, 2026.

Commission ID# KYNP46154

My Commission expires: 3/3/30

Lisa Gillum

Notary Public