

**LIVINGSTON COUNTY BOARD OF EDUCATION
SMITHLAND, KENTUCKY**

CONTRACT EMPLOYING SUPERINTENDENT

This AGREEMENT, made and entered into this the 29th day of May, 2025, by and between the LIVINGSTON COUNTY BOARD OF EDUCATION, of Smithland, Livingston Kentucky (hereinafter referred to as the "BOARD"), party of the first part, and Amy Ramage, (hereinafter referred to as the "SUPERINTENDENT"), party of the second part, and authorized by action at a lawful meeting of the BOARD held on the 29th day of May, 2025, and as found in the minutes of that meeting.

WITNESSETH:

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

1. **TERM OF EMPLOYMENT:** The Superintendent is hereby employed for the term beginning on the 1st day of July, 2025 and ending at 12:00 a.m. on June 30, 2029. The Superintendent will assume the duties of office on the 1st day of July, 2025. The Superintendent shall furnish to the Board a valid and appropriate certificate to act as Superintendent in accordance with the laws of the Commonwealth of Kentucky and as directed by the Board.

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, Board policies and procedures, and such other duties and responsibilities as may be assigned to the Superintendent by the Board.

The Superintendent shall act as Secretary to the Board, for which no additional pay will be received, as per KRS 160.440.

3. **OUTSIDE ACTIVITIES:** 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 and state levels. The Board shall permit a reasonable amount of time for the Superintendent to attend such meetings, and agrees to pay the necessary fees, travel and subsistence expenses as it may approve or as may be provided for in Board policy. This provision shall be limited to seminars, courses, or programs that would be for the benefit of the Livingston County School District.

4. **COMPENSATION:** The Board hereby agrees to compensate the Superintendent an annual salary of ONE HUNDRED TWENTY-FIVE THOUSAND DOLLARS and NO CENTS (\$125,000.00) per school calendar year (July 1 – June 30). Said salary shall be paid subject to the Policies and Procedures of the Board.

The Superintendent shall receive an increase in her then current salary equal in percentage to that received by all other certified employees in the Livingston County School District on July 1st, for each and every year she is employed by the Board as Superintendent beginning July 1, 2026. Any increase in salary for the Superintendent during the life of this agreement shall not be deemed either a new contract or that the termination date of her contract has been extended.

In addition to the aforementioned minimum annual raise, the Board may vote to grant the Superintendent an additional merit raise.

5. **EVALUATION:** The Board shall, at least on an annual basis, conduct an evaluation of the Superintendent. The Board shall devote a portion of one meeting, at least annually, to an evaluation of the Superintendent's performance and to a discussion of the working relationship between the Superintendent and the Board. Such annual discussions shall be held in executive closed session at a scheduled board meeting.

6. **WORKING DAYS:** The parties hereto provide and agree that each school year, from July 1 through June 30, during the term of this Contract, shall consist of 240 working days. If the Superintendent elects to not work for five (5) or more days consecutively, this shall be subject to the approval of the Board.

7. **BENEFITS:**

- a. Vacation: The Superintendent shall receive five (5) vacation days per year of this Contract. Vacation days are included in the 240 working days. Vacation days not used shall be paid to the Superintendent.
- b. Holidays: As a twelve-month employee, the Superintendent shall receive pay for holidays throughout the school year in compliance with Section 3.122 of the Policies and Procedures of the Board for all certified employees. Holidays are included in the 240 working days.

- c. Sick Days: The Superintendent shall have ten (10) sick leave days per school calendar year available to her that are governed and regulated by Section 3.1232 of the Policies and Procedures of the Board for all certified employees. Sick days not used will roll over into any subsequent year.
- d. Personal/Emergency Leave: The Superintendent shall have three (3) personal/emergency leave days per school calendar year available to her that are governed and regulated by Section 3.1231 of the Policies and Procedures of the Board for all certified employees. Personal days not used will roll over into any subsequent year.
- e. Expenses: The Board shall pay or reimburse the Superintendent for reasonable expenses approved by the Board and incurred by the Superintendent in the continuing performance of her duties under this contract, as determined by the Board and in compliance with the applicable Policies and Procedure of the Board.
- f. Professional and Civic Dues: The Board recognizes the mutual benefit derived by the Superintendent and the Board by and through the Superintendent's membership in certain professional and civic organizations. The Board shall be responsible for the Superintendent's membership dues to the Kentucky Association of School Administrators, the Kentucky Association for School Superintendents, and the Association for Supervision and Curriculum Development (expanded membership).
- g. Automobile Expenses: The Superintendent shall be reimbursed for mileage expenditures as set forth in Section 3.125 of the Policies and Procedures of the Board for expense reimbursement.
- h. Retirement Benefits: The Superintendent shall have the same retirement benefits as provided for state certified employees under the Kentucky Teacher's Retirement System and as in the Policies and Procedures of the Board.
- i. Health Benefits: The Superintendent shall be entitled to any and all legally permissible health insurance benefits applicable to certified employees. The Superintendent shall be entitled to dental and vision insurance coverage as agreed to by the Board.

- j. Board Attorney: The Superintendent has the authority to utilize, employ and direct the services of the Board Attorney in the discharge of her duties except when the services of said Board Attorney would or may conflict with the legal interest of the Board. The Board retains the authority to employ and terminate the Board Attorney.

8. **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 Contract and shall supersede any general policy applicable to other employees of the Board.

9. **CRIMINAL BACKGROUND CHECK**: The parties hereto agree and provide that this Contract is subject to a criminal background check of the Superintendent and further that in the event said criminal background check produces information to which the Board did not review during the interview and consideration of the Superintendent, the contract is null and void and there shall be no standing obligation to abide by the contract's terms.

10. **VIOLATION OF FEDERAL OR STATE LAW**: The Superintendent hereby provides that in the event she is investigated and/or charged for a crime or regulation violation of federal or state law, she shall inform the Board within 48 hours of the situation. Further, if the Board is informed of such conduct, the Board shall have the opportunity to review the continuation of the Superintendent's contract with the Superintendent if such conduct does rise to the level of conduct unbecoming of an educator and/or results in license suspension or revocation by the Professional Standards Board.

11. **NOTICE**: Any notice or communication permitted or required under this contract shall be in writing and shall become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, and addressed to the following:

- a. If to the BOARD, address to:
Chairperson, Livingston County Board of Education
CC: Robert B. Frazer, Board Attorney
Frazer Law Office
200 South Main Street
Marion, Kentucky 42064
270/965-2261

- b. If to the SUPERINTENDENT, address to:
Amy Ramage
730 Thomason Loop
Smithland, Ky 42081

12. **TERMINATION OF EMPLOYMENT CONTRACT:** This Contract may be terminated per the Policies and Procedures of the Board or may be terminated by one of the following:

- a. By expiration of its terms;
- b. Mutual agreement of the parties; or
- c. Discharge for cause.
 - i. If the Superintendent chooses to retain legal counsel as a result of a discharge for cause, the Superintendent shall bear any and all cost he incurs as a result.

In the event the Superintendent wishes to request the Board's agreement for termination of this contract, the Superintendent must give a minimum of six (6) months' notice of her intended last day as Superintendent for the Livingston County School District.

13. **SEVERABILITY:** 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.

14. **FULL AGREEMENT:** 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.

15. **MISCELLANEOUS:**

- a. This Contract has been executed in Kentucky and shall be governed in accordance with the laws of the Commonwealth of Kentucky in every respect and the parties hereto agree that venue is proper with Livingston Circuit Court.

Amy Ramage
Amy Ramage

Subscribed and sworn to before me by Amy Ramage as her free act and deed and that she is known to me and is the person who executed this instrument on this 29th day of May, 2025.

DRAFTED BY:

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