EMPLOYMENT CONTRACT

BETWEEN

HICKMAN COUNTY BOARD OF EDUCATION

AND

_____

THIS EMPLOYMENT CONTRACT is entered into this the ___ day of _____, 20__, by and between the **HICKMAN COUNTY BOARD OF EDUCATION** (hereinafter called "the Board"), and _____ (hereinafter called "the Director"). This Contract repeals and replaces any other employment arrangement in effect as of the date specified above.

WITNESSETH:

For and in consideration of the provisions herein contained, the Board and the Director agree as follows:

1. **Employment.** The Board, in accordance with its action at its meeting held on the 1ST day of January, 2026, hereby appoints and employs _____as the Interim Director of Hickman County Schools, and he/she does accept such employment in accordance with the terms and provisions contained herein.

2. **Terms of Agreement.** This is an interim appointment that will run from month-to-month until such time as the Board shall select a full-time Director of Hickman County Schools pursuant to T.C.A. § 49-2-203(a)(14) or until such time as the Board may appoint a successor Interim Director. To provide for continuity of leadership within

the Hickman County Schools, the Board will provide at least thirty (30) days' notice prior to the termination of the Director's appointment as the Interim Director unless the termination is for cause pursuant to T.C.A. § 49-5-501 *et seq.*

3. **Duties.** The Director shall perform any and all duties necessary and reasonable to the position of Director. The Director (1) shall be the Chief Executive Officer of the Board; (2) shall be in charge of employing and assigning teachers and other employees of the system under his/her supervision; (3) shall organize and arrange the administrative and supervisory staff, including the instructional and business affairs of the system; (4) shall be responsible for suggested regulations, rules and procedures as he/she deems necessary for the well-ordering of the system; and (5) shall in general perform all duties incident to the office of a director of schools and such other duties as may be appropriately prescribed by the Board from time to time and as required by Tennessee law as set forth in Title 49 of the *Tennessee Code Annotated*. The Board, individually and/or collectively, shall promptly refer all criticisms, complaints and suggestions called to its attention to the Director for study and recommendation.

4. **Reassignment.** Subject to the notice requirements contained in Section 2 of this Contract, the Board reserves the right to terminate the Director's appointment as the Interim Director and to reassign him/her to a suitable administrative position within Hickman County Schools; provided, however, that any such reassignment is subject to the authority of any future Director of Hickman County Schools established pursuant to T.C.A. § 49-5-510.

5. **Compensation.** For the duration of this Contract, the Board of Education agrees to pay the Director the sum of _____ and 00/100 dollars ($_____)

per month. Upon the expiration of this interim appointment, the Director's rate of pay will be based upon the position to which he/she is assigned.

6. **Fringe Benefits.** During the Director's service as the Interim Director of Hickman County Schools, he/she will be entitled to the same fringe benefits available to other school system employees. Additionally, he/she will be entitled to accumulate on a prorated basis ____ days' of paid vacation per year; participation in the cell phone plan the Board of Education makes available to Central Office employees; and a travel allowance of _____ and 00/100 dollars ($_____) per month in recognition of the Director's obligations to travel on school business.

7. **Professional Liability.** The Board agrees that it shall protect, defend, hold harmless and indemnify the Director from any and all demands, claims, suits, actions and legal proceedings brought against the Director in his/her individual capacity or in his/her official capacity as agent and employee of the Board, provided the incident giving rise to any such demand, claim, suit, action or legal proceeding arose while the Director was acting within the course and scope of his/her employment, except that in no case will individual Board members be considered personally liable for indemnifying the Director of such demands, claims, suits, actions, and legal proceedings.

8. **Termination.** This Contract may be terminated immediately for cause based upon the provisions of T.C.A. § 49-5-501 *et seq*. or upon 30 days' notice pursuant to Section 2 of this Contract.

9. **Entire Agreement.** This Contract constitutes the entire agreement between the parties and fully and completely supersedes all prior agreements or employment arrangements between the Director and the Board; provided, however, that

the Director shall retain his/her rights as a tenured teacher in the Hickman County Schools. Both the Director and the Board acknowledge that neither has relied upon any oral representations or any agreements by the other, and that no such oral representations or agreements shall in any way affect the terms of this written agreement, and that this Contract may not be modified or changed except by written instrument executed by the parties.

IN WITNESS WHEREOF, we have set our hands this the _____ day of _____, 20____.

_____
Tim Hobbs, Chairman of the Board

Sworn to and subscribed
before me this ___ day
of _____, 20___.

_____
NOTARY PUBLIC

My commission expires: _____

_____

Sworn to and subscribed

before me this ___ day
of _____, 20___.

_____
NOTARY PUBLIC

My commission expires: _____