

Section ADMINISTRATIVE EMPLOYEESTitle EMPLOYMENT OF SUPERINTENDENT/ASSISTANT SUPERINTENDENTLINE MOUNTAIN SCHOOL DISTRICTDate Adopted September 26, 1979

LINE MOUNTAIN
SCHOOL DISTRICT

Guide		Reference	
	302. EMPLOYMENT OF SUPERINTENDENT/ ASSISTANT SUPERINTENDENT		1
1. <u>Purpose</u>	The Board places the primary responsibility and authority for the administration of this district in the Superintendent. Selection of a Superintendent, or Assistant Superintendents, is therefore critical to the effective management of the district.	§§ 1001, 1003	2 3 4 5 6 7 8 9
2. <u>Authority</u>	When the position of Superintendent, or Assistant Superintendent, shall be vacant, the Board shall elect a District Superintendent, or Assistant Superintendent, by a majority vote of all members of the Board, and shall fix the beginning salary and the term of office. Such term of office may be three, four, or five years beginning with the effective date of the appointment of office.	§§ 1071, 1073,1075	10 11 12 13 14 15 16
	During the final year of the term of office the Board may notify the Superintendent, or Assistant Superintendent, that it plans to seek applications from other qualified candidates for the position. Such notification shall be given 150 days prior to the end of the term.	§ 1073	17 18
		§ 1077	19 20 21 22 23 24
3. <u>Guidelines</u>	The Board will actively seek the best qualified and most capable candidate for the position of Superintendent. It will be aided in this task by a committee of Board members and the counsel of the retiring Superintendent. Recruitment procedures shall be prepared in advance of the search and shall include the following:		25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44
	- the preparation of a written job description for the position		
	- preparation of written specification of qualifications, in addition to proper State requirements for all applicants		
	- solicitation of applications from a large enough geographical area to ensure a range of backgrounds and experience		
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- where feasible, the opportunity for applicants to visit the schools of the district
- that a screening process be established that ensures that the Board have an opportunity to interview a sufficient number of finalist candidates so that an adequate range of choices is available for final selection that the Board at its discretion may determine prior to interviewing finalists the expenses associated with such interviews that will be borne by the school district
- recruitment and consideration of candidates in accordance with Board policy, state and federal law.

The Board will seek applicants for the position of Assistant Superintendent by nomination of the Superintendent.

No person may be employed as Superintendent, or Assistant Superintendent, of this district unless s/he has signed an employment contract with the Board or has been employed by Board resolution, either of which shall include:

- the term for which employment is contracted, including beginning and ending dates
- the salary which the Superintendent shall be paid and the intervals at which it shall be paid
- the benefits to which the Superintendent is entitled
- provision for extending the term of the agreement
- a statement of agreed upon evaluation procedures

Any candidate's misstatement of fact--material to qualifications for employment or the determination of salary--shall be considered by this Board to constitute grounds for dismissal.

School Code

Other Cites

§ 3705
P.G. 104
P.L.88-352
(Title VI)
P.L.92-318
(Title IX)

§ 1073

§ 1075

§§ 1001
et seq,
3705
P.G. 104
P.L.88-352
(Title VI)
P.L.92-318
(Title IX)