

SUPERINTENDENT

Employment: The Board shall determine the process to be used in hiring and employing a superintendent. The Superintendent shall be employed pursuant to a Board-approved written contract specifying the compensation and the benefits to be provided to the Superintendent, by the District. The Superintendent shall be responsible for filing the contract as required by law. The Superintendent shall hold an Administrative certificate recognized and approved by the State Department of Education.

Duties and Responsibilities: The Superintendent shall perform those duties and responsibilities set forth in an applicable job description, contract, law, District policy, or Administrative Regulation.

Compensation and Benefits: After the Board has made a decision to offer reemployment to the Superintendent for the ensuing fiscal year(s), the Board shall meet with the Superintendent to develop a proposed employment contract for such fiscal year(s). The proposed employment contract shall be presented to the Board for consideration. After an employment contract has been approved by the Superintendent and the Board, the contract shall be signed by the parties and filed in accordance with law. The contract may contain terms providing for the adjustment of the Superintendent's compensation and benefits following the determination of compensation and benefits for other District employees for the fiscal year(s) in which the contract is to be performed.

Evaluation: The evaluation of the Superintendent shall have as its overall purpose the assessment of the effectiveness of the Superintendent in meeting the needs of the District. The evaluation shall be conducted by the Board in conjunction with the Superintendent and shall include an examination of the working relationship between the Board and the Superintendent. Areas to be evaluated shall include, but not be limited to, the following:

1. The Superintendent's relationship with the Board;
2. The Superintendent's personal qualities;
3. The effectiveness of the District's administration;
4. The District's quality of instruction;
5. The Superintendent's relationship with the District's employees;
6. The Superintendent's relationship with the community; and
7. The quality of the District's financial and business conditions.

In preparation for the Superintendent's evaluation, an evaluation form shall be jointly developed by the Board and the Superintendent. No later than May 31, the Board shall meet in executive session to evaluate the Superintendent's performance of duties for the fiscal year to date, including the progress made toward accomplishing the Superintendent's and Board's stated goals for the school year. Each board member will complete a form for evaluating the Superintendent's annual performance. A composite evaluation form will be prepared by the Board President for the District's records. During one or more portions of such executive session, the Board shall meet with the Superintendent to discuss the evaluations and the completed composite evaluation form.

Reemployment: Following the evaluation of the Superintendent and before July 31, the Board shall meet in executive session to discuss the employment status of the Superintendent. The Board shall consider the reemployment of the Superintendent for additional fiscal year(s). If the Board does not take action to reemploy the Superintendent in July for the ensuing fiscal year, it shall reconsider such action on or before January 31 of the current fiscal year.

Dismissal, Non-reemployment, or Suspension: The Board may take action at any time to dismiss, non-reemploy, or suspend the Superintendent as provided by law.