

**ADMINISTRATION**

**6100**

Superintendent

Duties and Authorities

The Superintendent is the District's chief executive officer and is responsible for the administration and management of the District schools, in accordance with Board policies and directives and state and federal law. The Superintendent is hereby granted authority to act on behalf of the School Board and the District in all administrative matters with the exception of suspending or discharging certified personnel. The Superintendent is specifically provided the responsibility to suspend any certified employee for just cause and report such suspension to the Board at the next meeting for final action. He/she may suspend or terminate any classified employee for just cause and report such suspension or termination to the Board at the next meeting for ratification or rejection of such action by the Board of Trustees.

The Superintendent is also authorized to develop administrative procedures to implement other Board policy and to delegate duties and responsibilities. Delegation of power or duty, however, shall not relieve the Superintendent of responsibility for the action which was delegated.

Qualifications and Appointment

The Superintendent must be of good character and of unquestionable morals and integrity. The Superintendent shall have the experience and the skills necessary to work effectively with the Board, District employees, students, and the community. The Superintendent shall have a valid superintendent's endorsement.

When the office of the Superintendent becomes vacant, the Board will conduct a search to find the most capable person for the position. The selection procedures for the position of Superintendent shall be the sole responsibility of the Board of Trustees. Qualified staff members who apply for the position will be considered for the vacancy.

Evaluation

The Board will evaluate, at least annually, the performance of the Superintendent, using standards and objectives developed by the Superintendent and Board, which are consistent with the District's mission and goal statements. A specific time shall be designated for a formal evaluation session. The evaluation should include a discussion of strengths and weaknesses, as well as performance areas needing improvement.

Compensation and Benefits

The Board and the Superintendent shall enter into a contract approved by the State Superintendent of Public Instruction. This contract shall govern the employment relationship between the Board and the Superintendent.

Legal Reference: I.C. § 33-513 Professional personnel  
Hancock v. Idaho Falls School District No. 91, No. CV-04-537-E-BLW, 2006  
U.S. Dist. Ct. LEXIS 52243

Policy History:

Adopted on: August 13, 2007

Revised on:

Prior Policy: III(A) – Superintendent of Schools