

Descriptor Term: COMPENSATION AND BENEFITS-Superintendent

Descriptor Code: CEE

Rescinds: CEE

Board Approved: 7/10/2006

Previously Approved: 4/18/1988

The amount of the salary and other incentives to be paid to the Superintendent will be determined by the majority vote of the Board. In employing the Superintendent and in setting the fiscal year salary, the Board will take into consideration the character, professional training, administrative experience, executive ability, instructional knowledge of the Superintendent and other characteristics as the Board may choose. The annual salary so determined will be made payable in equal monthly payments.

The Board may, at its option, provide a benefit package to include non-direct monthly payments through payroll, annual medical exams, and other fringe benefits as approved by the Board.

The Superintendent who completes the entire scholastic year will be entitled to payment for the full number of monthly payments provided by the contract without regard to her/his activity at the time when her/his services are not required by the District. If the Superintendent is released during the school term by agreement between the Board and the Superintendent, then the Superintendent will be entitled to such proportion of the annual salary as the time which he/she will have been on duty will bear to the total school term, and any balance which may be due will be paid at such time as the Board may determine, but not later than the close of the current scholastic year.

If the Superintendent willfully and without just cause breaches his/her contract and abandons his/her employment he/she will not be entitled to any further salary payments either for services rendered prior to such breach or for services which were thereafter to have been rendered.

If the selected superintendent, who has been approved has not executed and returned the contract within ten (10) days after same has been tendered for execution, then, at the option of the Board of Trustees the selection of the Superintendent and the contract tendered will be void and of no effect. It will be unlawful for any appointed superintendent to be paid for any services as such until a written contract has been executed as is provided and required.

Legal Reference: Mississippi Code 1972, ' 37-9-23, ' 37-9-37, ' 37-9-43