

APPOINTMENT OF SUPERINTENDENT OF SCHOOLS

The Superintendent shall hold a superintendent's certificate/license and must meet other qualifications the Board requires in light of the immediate demands for the position. Within the confines of the law, the Board shall conduct an active search to find the person it believes can translate most effectively into action the policies of the Board and the aspirations of the community and the professional staff. The Board shall appoint the Superintendent of Schools for a term of not more than five (5) years beginning the first day of August and ending the thirty-first day of July. A vote of the majority of all the members of the Board shall be required for the employment of the Superintendent. The Superintendent shall serve as a twelve (12) month employee. The Superintendent may be reemployed the calendar year preceding the year of expiration of his/her contract of employment. The Superintendent shall be reemployed prior to March 1 of the year of contract expiration.

The Board of Education shall enter into an employment contract with the Superintendent, which shall include the following information:

- A. The title of the position;
- B. A job description for the position;
- C. The term for which employment is contracted including beginning and ending dates;
- D. The annual salary and the intervals at which it will be paid;
- E. Other compensation including benefits;
- F. The annual number of days to be worked;
- G. The annual number of days of vacation and holidays; and
- H. Such other matters as may be agreed upon.

The Board of Education may provide the Superintendent with paid vacation leave. Such vacation leave shall be specified in the Superintendent's individual employment contract. Upon the Superintendent's death, the Superintendent's separation from employment with the Board of Education, or at any other time prior thereto, the Board of Education may pay the Superintendent (or the Superintendent's estate in the event of death) at the Superintendent's current rate of pay for all or a portion of the Superintendent's lawfully accrued and unused vacation leave. The terms and conditions governing such payment shall be specified in the Superintendent's individual employment contract.

Authority

The Superintendent of Schools shall be the chief executive officer of the Board and the educational leader of the District and shall assume all responsibilities assigned by law and/or State Board of Education regulations or included in the Board adopted job description. The Board invests the Superintendent with all necessary authority to execute the policies of the Board and to operate the school system in accordance with established objectives.

Responsibilities

As chief executive officer, the Superintendent shall be responsible to the Board for all administrative, instructional, supervisory and business aspects of the school system. The Superintendent also shall serve as the educational leader of the District and, as such, shall interpret educational policies to the community.

Delegation of Authority

The Superintendent may delegate to subordinates such functions and commensurate authority as deemed appropriate and shall hold subordinates accountable for the performance of delegated functions. However, the delegation of authority shall not relieve the Superintendent of responsibility for any action taken.

Plan and Procedure for Providing Fringe Benefits

The Superintendent shall be entitled to all fringe benefits provided under his/her individual contract of employment, in accordance with the terms and conditions for use of such fringe benefits, as set forth therein.

LEGAL REFS: O.R.C. §§3319.01; 124.39
O.A.G. 2001-025

Adopted: Aril 16, 2020