

C-2 SUPERINTENDENT

The Superintendent shall be the chief executive officer of the School District and shall have, under the direction of the Board, general supervision of all employees of the School District. The Superintendent is responsible for the management of the schools in accordance with Board policy and is accountable to the Board.

The Superintendent shall possess the minimum qualifications mandated by state law and any others that the Board may require.

The Superintendent, at his/her discretion, may delegate to qualified administrative personnel the authority to discharge any duties imposed upon the Superintendent by these policies or by the Board. The delegation of power or duty, however, shall not relieve the Superintendent of responsibility for the action taken under such delegation.

Before assuming any of the duties of his/her office, the Superintendent shall give bond in an amount to be fixed by the State Superintendent of Education in a reputable surety company authorized to do business in Alabama, conditioned upon the faithful performance of the duties of his/her office and upon the accounting and paying over to the proper authority of all such public school funds coming into his/her hands. Such bond shall be approved by the State Superintendent of Education. A certified copy of the bond shall be placed on file in the office of the State Department of Education.

Compensation and Benefits

The Salary of the Superintendent, additional benefits, vacation entitlement and other leave shall be determined at the time of his/her appointment (or reappointment) and shall be part of his/her contract.

Additional benefits, such as health and other forms of insurance, annual vacation, holidays, and temporary and extended leaves and absences shall be at least equal to those granted other professional staff members.

Expenses for travel outside the School District for attendance as authorized at conventions and other educational meetings shall be reimbursed.

Professional Development Opportunities

The Board requires that the Superintendent participate in educational activities that will foster professional growth and development including state and national activities. The Superintendent shall continually seek to keep abreast of new and innovative concepts and practices in the field of education.

Consulting

The Superintendent shall devote his/her time to the supervision of the School System. He/She shall not be engaged in any other business. Only by prior agreement with the Board may the Superintendent undertake for remuneration consultative work, speaking engagements, or other professional obligations. Said prior agreement may be stipulated in the contract of employment between the Superintendent and Board, or may be decided by the parties as opportunities arise.

Evaluation of the Superintendent

The Board shall implement a systematic program for evaluating the effectiveness of the Superintendent. The Superintendent's evaluation shall be in compliance with the rules and regulations of the State Board of Education.

Resignation of the Superintendent

The Board shall be responsible for receiving and approving the resignation of the Superintendent at such time as the action is appropriate.

ADOPTED: May 11, 2004

LEGAL REF: Code of Alabama 16-12-1; 16-12-3; 16-13-8; 16-13-9