

## SUPERINTENDENT'S CONTRACT

**Board Policy**

The Superintendent of Schools shall serve on a contractual basis at the pleasure of the Board of Trustees of the Shelley Joint School District No. 60 according to the terms and conditions of that contract.

**Suggested Implementation Guidelines**

The following guidelines are applicable:

1. The Board shall employ a superintendent for a term not to exceed three (3) years. He/she shall be employed for a twelve-month period and shall be paid as determined by the Board, and entitled to paid vacation as determined by the Board to be taken at the discretion of the Superintendent. The Superintendent shall receive the same insurance and other benefits as received by other certificated personnel unless added to through contract with the Board of Trustees.
2. The Superintendent shall follow the provisions of the job description as proposed and adopted by the Board of Trustees and shown as policies 301.30 and 301.31.
3. The Board of Trustees and Superintendent of Schools shall meet in advance of the school year and agree on three (3) to five (5) goals that would lead to district improvement. Such should be committed in a written form for the Superintendent and Board members.
4. The Board of Trustees shall evaluate and review the Superintendent's performance and provide the Superintendent, in executive session, with a written evaluation of the performance both in general and specifically to the agreed goal areas.
5. The Superintendent's contract shall be reviewed for consideration of extension on or before the regular board meeting in January, and the decision by the Board of Trustees and the Superintendent regarding the renewal and acceptance of the Superintendent's contract be made by the February regular board meeting. The Board of Trustees will consider a multiple-year Superintendent's contract renewable annually.
6. Prior to a Board of Trustees decision not to renew, or to terminate a Superintendent's contract, the Superintendent has the right to a written report from the Board of Trustees indicating the reasons for such action, a probationary period, and the right to a hearing before the Board of Trustees.

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Page \_\_\_\_\_ 2 of 2

7. Should the Superintendent decide to retire or resign from the position, he/she should give ample notice, of not less than ninety (90) days preceding the end of the contract year.

Revised: May 16, 2000