



## Administration - Superintendent

### **Policy Title: Superintendent Role, Recruitment, and Appointment Code 302.1**

The board will employ a superintendent to serve as the chief executive officer of the board, to conduct the daily operations of the district, and to implement board policy with the power and duties prescribed by the board and the law.

The board will consider applicants that meet or exceed the standards set by the Iowa Department of Education and the qualifications established in the job description for the superintendent position. In employing a superintendent, the board will consider the qualifications, credentials, and records of the applicants without regard to race, color, creed, religion, sex, national origin, age, sexual orientation, gender identity, or disability. In keeping with the law, however, the board will consider the veteran status of the applicants. The board will look closely at the training, experience, skill, and demonstrated competence of qualified applicants in making its final decision.

In choosing a superintendent, the board will also consider the district's educational philosophy, financial situation, organizational structure, education programs, and other factors deemed relevant by the board.

The board may contract for assistance in the search for a superintendent.

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Adopted: 8/14

Reviewed: 12/16; 11/19

Related Policy (Code#): 300.1; 301.1; 302.2-302.6; 304.1

Legal Reference (Code of Iowa): 29 USC §§ 621-634 (2012); 42 USC §§ 2000e et seq (2012); §§ 21.5(1)(i); 35C; 216; 279.8, .20 (2013); 281 IAC 12.4(4); 1980 Op Atty Gen 367

IASB Reference: 302.1