Subject: Superintendent's Contract
Effective Date: May 24, 2013
Approved By: Board of Directors
Policy: 3002.1

In approving employment contracts with the Superintendent, the Governing Board wishes to encourage the Superintendent's long-term commitment to the school and community while carefully considering the financial and legal implications of the contract in order to protect the school from any potentially adverse obligations.

The Board shall designate a representative to negotiate with the Superintendent on its behalf and shall consult legal counsel to draft the contract document.

The Board shall deliberate in closed session about the terms of the Superintendent's contract. Terms of the contract shall remain confidential until the ratification process commences.

The Board shall ratify the contract in an open meeting, which shall be reflected in the Board's minutes. Copies of the contract shall be available to the public upon request.

The Superintendent's contract shall include, but not necessarily be limited to, the term of the contract, conditions for termination of the contract, salary, benefits, and commitment to an annual evaluation. The contract should also include general responsibilities and duties of the Superintendent as well as a provision specifying the maximum cash settlement (within limits established by law) that the Superintendent may receive upon termination of the contract.

At the end of the Superintendent's term the Board may reemploy the Superintendent on those terms and conditions mutually agreed upon by the Board and Superintendent. The Superintendent's contract shall be extended only by

Board action and subsequent to a satisfactory evaluation of the Superintendent's performance.

In the event that the Board determines not to reemploy the Superintendent, the Board shall provide written notice to the Superintendent at least 45 days in advance of the expiration of the term of the contract.