

## SUPERINTENDENT'S CONTRACT

The appointment of the superintendent is secured through an explicit contractual agreement, which will state the term of the contract, compensation and other benefits, and other conditions of employment. The contract meets all State requirements and protects the rights of both the Board and Superintendent.

The superintendent is appointed for a term not to exceed 5 years. The term commences on August 1 and continues through July 31 or the year in which the contract expires. However, the contract may be renewed in the year immediately preceding its expiration.

Salary and benefits are determined by the Board at the time of the appointment and are reviewed by the Board each year.

If at any time, in the opinion of the majority of Board members, the Superintendent's services are considered unsatisfactory, he/she may be notified and may be given an opportunity to correct the deficiencies. Nothing in this policy shall prevent the board from making the final determination regarding the renewal or nonrenewal of the Superintendent's contract.

If the Board intends to nonrenew the Superintendent's contract, notice in writing of the intended nonrenewal must be given to the Superintendent on or before March 1 of the year in which the contract expires.

The Board authorizes the annual payment of the Superintendent's accrued, unused vacation leave.

Adoption date: December 14, 2011

LEGAL REFS.: ORC 3319.01; 3319.16; 3319.225; 3319.27  
124.384 (C); 124.39 (C)

CROSS REF.: CBA, Qualifications and Duties of the Superintendent  
CBAA, Incapacity of Superintendent  
CBG, Evaluation of the Superintendent (Also AFB)  
CBI, Board-Superintendent Relationship (Also BCD)