

ADMINISTRATION
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Administration

Series 300

Policy Title **ROLE OF DISTRICT SCHOOL ADMINISTRATION**

Code No. 300

In this series of the board policy manual, the board defines the role and the employment of school district administrators. Policies in the 400 Series, "Employees", also apply to administrators unless a more specific policy exists in the 300 Series, Administration."

School district administrators have been given a great opportunity and responsibility to manage the school district, to provide educational leadership, and to implement the educational philosophy of the school district. They are responsible for the day-to-day operations of the school district. In carrying out these operations, the administrators are guided by board policies, the law, the needs of the students, and the wishes of the citizens in the school district community.

It is the responsibility of the administrators to implement and enforce the policies of the board, to oversee employees, to monitor educational issues confronting the school district, and to inform the board about school district operations.

While the board holds the superintendent ultimately responsible for these duties, the principals are more directly responsible for educational results, for the administration of the school facilities and for the employees.

The board and the administration will work together to share information and decisions under the management team concept.

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Administration

Series 300

Policy Title **ADMINISTRATIVE MANAGEMENT**

Code No. 301.1

The board and the administrators will work together in making decisions and setting goals for the school district. This effort is designed to obtain, share, and use information to solve problems, make decisions, and formulate school district policies and regulations.

It is the responsibility of each administrator to fully participate in the management of the school district by investigating, analyzing, and expressing their views on issues. Those board members or administrators with special expertise or knowledge of an issue may be called upon to provide information. Each board member and administrator will support the decisions reached on the issues confronting the school district.

The board is responsible for making the final decisions in matters pertaining to the school district.

It is the responsibility of the superintendent to develop guidelines for cooperative decision-making.

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Administration

Series 300

Policy Title **SUPERINTENDENT-QUALIFICATIONS,
RECRUITMENT, APPOINTMENT**

Code No. 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 school 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, national origin, sex, disability, age, religion, creed, 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 school 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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Administration

Series 300

Policy Title: **ASSISTANT TO THE SUPERINTENDENT**

Code No. 302.2

In order to assist the superintendent in carrying out the responsibilities of the office, the board may authorize one assistant to the superintendent, who shall perform such duties as assigned by the superintendent.

The assistant to the superintendent shall meet the certification requirements as designated by the Department of Education and shall include sufficient education background and experience to warrant recommendation by the superintendent.

The assistant to the superintendent shall be appointed by the board upon the recommendation of the superintendent.

The assistant to the superintendent shall be directly responsible to the superintendent, assist the superintendent in the administration of the district and at the superintendent's discretion render any assistance desired of the superintendent when the superintendent is temporarily absent from the district.

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Administration

Series 300

Policy Title **SUPERINTENDENT SALARY AND OTHER
COMPENSATION**

Code No. 302.3

The board has complete discretion to set the salary of the superintendent. It is the responsibility of the board to set the salary and benefits of the superintendent at a level that will include consideration of, but not be limited to, the economic condition of the school district and the training experience, skill, and demonstrated competence of the superintendent. The salary shall be set at the beginning of each contract term.

In addition to the salary and benefits, the superintendent's actual and necessary expenses are paid by the school district when the superintendent is performing work-related duties. It is within the discretion of the board to pay dues to professional organizations for the superintendent.

The board may approve the payment of dues and other benefits or compensation over and above the superintendent's contract. Approval of dues and other benefits or compensation will be included in the records of the board in accordance with board policy.

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Administration

Series 300

Policy Title: **SUPERINTENDENT DUTIES**

Code No. 302.4

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The board employs a superintendent of schools to serve as the chief executive officer of the board. The board delegates to the superintendent the authority to implement board policy and to execute decisions made by the board concerning the internal operations of the school district, unless specifically stated otherwise.

The superintendent is responsible for the implementation and execution of board policy and the observance of board policy by employees and students. The superintendent is responsible for overall supervision and discipline of employees and the education program.

In executing the above-stated duties, the superintendent will consider the financial situation of the school district as well as the needs of the students. Specifically, the superintendent:

- Interprets and implements all board policies and all state and federal laws relevant to education;
- Supervises, either directly or through delegation, all activities of the school system according to, and consistent with, the policies of the board;
- Represents the board as a liaison between the school district and the community;
- Establishes and maintains a program of public relations to keep the public well-informed of the activities and needs of the school district, effecting a wholesome and cooperative working relationship between the school district and the community;
- Attends and participates in all meetings of the board, except when the superintendent has been excused, and makes recommendations affecting the school district;
- Reports to the board on such matters as deemed material to the understanding and proper management of the school district or as the board may request;
- Assumes responsibility for the overall financial planning of the district and for the preparation of the annual budget, and submits it to the board for review and approval;
- Establishes and maintains efficient procedures and effective controls for all expenditures of school district funds in accordance with the adopted budget, subject to the direction and approval of the board;
- Files, or causes to be filed, all reports required by law;
- Makes recommendations to the board for the selection of employees for the school district;
- Makes and records assignments and transfers of all employees pursuant to their qualifications;
- Employs such employees as may be necessary, within the limits of budgetary provisions and subject to the board's approval;
- Recommends to the board, for final action, the promotion, salary change, demotion, or dismissal of any employee;
- Prescribes rules for the classification and advancement of students, and for the transfer of students from one building to another in accordance with board policies;
- Summons employees of the school district to attend such regular and occasional meetings as are necessary to carry out the education program of the school district;

SUPERINTENDENT DUTIES

- Supervises methods of teaching, supervision, and administration in effect in the schools;
- Attends such conventions and conferences as are necessary to keep informed of the latest educational trends;
- Accepts responsibility for the general efficiency of the school system, for the development of the employees, and for the educational growth and welfare of the students;
- Defines educational needs and formulates policies and plans for recommendation to the board;
- Makes administrative decisions necessary for the proper functioning of the school district;
- Responsible for scheduling the use of buildings and grounds by all groups and/or organizations;
- Acts as the purchasing agent for the board, and establishes procedures for the purchase of books, materials and supplies;
- Approves vacation schedules for employees;
- Conducts periodic district administration meetings;
- Performs other duties as may be assigned by the board.
- Supervises the establishment or modification of the boundaries of school attendance and transportation areas subject to approval of the board; and
- Directs studies of buildings and sites, taking into consideration population trends and the educational and cultural needs of the district in order to ensure timely decisions by the board and the electorate regarding construction and renovation projects.

This list of duties will not act to limit the board's authority and responsibility over the superintendent. In executing these duties and others the board may delegate, the superintendent will consider the school district's financial condition as well as the needs of the students in the school district.

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Administration

Series 300

Policy Title **SUPERINTENDENT EVALUATIONS**

Code No. 302.5

The board will conduct an ongoing evaluation of the superintendent's skills, abilities, and competence. At a minimum, the board will formally evaluate the superintendent on an annual basis. The goal of the superintendent's formal evaluation is to ensure the education program for the students is carried out, promote growth in effective administrative leadership, clarify the superintendent's role, clarify the immediate priorities of the board, and develop a working relationship between the board and the superintendent.

The formal evaluation will be based on the following principles:

- The evaluation criteria shall be in writing, clearly stated and mutually agreed upon by the board and the superintendent. The criteria will be related to the job description and the school district's goals;
- At a minimum, the evaluation process will be conducted annually at a time agreed upon;
- Each board member shall have an opportunity to individually evaluate the superintendent, and these individual evaluations will be compiled into an overall evaluation by the entire board;
- The superintendent shall conduct a self-evaluation prior to discussing the board's evaluation, and the board as a whole shall discuss its evaluation with the superintendent;
- The board may discuss its evaluation of the superintendent in closed session upon a request from the superintendent and, if the board determines its discussion in open session will needlessly and irreparably injure the superintendent's reputation; and,
- The individual evaluation by each board member, if individual board members so desire, will not be reviewed by the superintendent. Board members are encouraged to communicate their criticisms and concerns to the superintendent in the closed session. The board president will develop a written summary of the individual evaluations, including both the strengths and the weaknesses of the superintendent, and place it in the superintendent's personnel file to be incorporated into the next cycle of evaluations.

This policy supports and does not preclude the ongoing, informal evaluation of the superintendent's skills, abilities, and competence.

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Administration

Series 300

Policy Title **SUPERINTENDENT PROFESSIONAL DEVELOPMENT** Code No. 302.6

The board encourages the superintendent to continue professional growth by being involved in professional organizations, attending conferences, continuing the superintendent's education, and participating in other professional activities.

It shall be the responsibility of the superintendent to arrange the superintendent's schedule of events in order to enable attendance at various conferences and events. If a conference or event requires the superintendent to be absent from the office for more than three days, or involves unusual expense, the superintendent shall bring it to the attention of the board president prior to attending the event.

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Administration

Series 300

Policy Title **SUPERINTENDENT CIVIC ACTIVITIES**

Code No. 302.7

The board encourages the superintendent to be involved in the school district community by belonging to school district community organizations and attending and participating in school district community activities.

It is the responsibility of the superintendent to become involved in school district community activities and events. The board may include a lump sum amount as part of the superintendent's compensation to be used specifically for paying the annual fees of the superintendent for school district community activities and events if, in the board's judgment, the superintendent's participation will further the public purpose of promoting and deriving support for the school district and public education in general. It is within the discretion of the board to pay annual fees for professional organizations and activities.

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Administration

Series 300

Policy Title **SUPERINTENDENT CONSULTING**
OUTSIDE EMPLOYMENT

Code No. 302.8

The superintendent's position is considered full-time employment. The board expects the superintendent to give the responsibilities of the position precedence over other employment. The superintendent may accept consulting or outside employment for pay as long as, in the judgment of the board, the work is conducted on the superintendent's personal time and it does not interfere with the performance of the superintendent's duties contracted by the board.

The board reserves the right, however, to request that the superintendent cease the outside employment as a condition of continued employment. The board will give the superintendent thirty (30) days' notice to cease outside employment.

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Administration

Series 300

Policy Title ADMINISTRATOR QUALIFICATIONS,
RECRUITMENT, APPOINTMENTS

Code No. 303.2

The board will employ building principals and other administrators, in addition to the superintendent, to assist in the daily operations of the school district.

The board will consider applicants who meet or exceed the standards set by the Iowa Department of Education and the qualifications established in the job description for the position. In employing an administrator, the board will consider the qualifications, credentials and records of the applicants without regard to race, color, national origin, sex, disability, age, religion, creed, sexual orientation, and gender identity. 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 an administrator, the board will also consider the school district's educational philosophy, financial condition, organizational structure, education programs, and other factors deemed relevant by the board.

It is the responsibility of the superintendent to make a recommendation to the board for filling an administrative position, based on the requirements stated in this policy. The board will act only on the superintendent's recommendation.

The board may contract for assistance in the search for administrators.

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Administration

Series 300

Policy Title **ASSISTANTS TO THE PRINCIPALS POSITIONS,
QUALIFICATIONS, APPOINTMENTS**

Code No. 303.3

In order to assist the building principal carrying out the responsibilities of the office, the board may elect to contract, as need is established, one or more assistants to the principal, each of whom shall perform such duties as may be assigned by the principal.

The assistant(s) to the principal shall meet the certification requirements designated by the Department of Education.

Assistants to principals shall be appointed by the board upon the recommendation of the superintendent for a one (1) year contract period. Two (2) year contracts may be tendered to principals who have been employed at least nine (9) months by the district.

Assistant principals shall perform all those duties and activities as assigned by the principal, subject to the policies of the board and the superintendent.

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Administration

Series 300

Policy Title **ADMINISTRATIVE SALARY AND OTHER
COMPENSATION**

Code No. 303.4

The board has complete discretion to set the salary of the administrators. It is the responsibility of the board to set the salary and benefits of the administrator at a level that will include consideration of, but not be limited to, the economic condition of the school district and the training, experience, skill, and demonstrated competence of the administrators. The salary will be set at the beginning of each contract period.

In addition to the salary and benefits agreed upon, the administrator's actual and necessary expenses will be paid by the school district when the administrator is performing work-related duties. The board will approve the payment of other benefits or compensation over and above the administrator's contract. Approval of other benefits or items of an administrator's compensation will be included in the records of the board in accordance with board policy.

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Administration

Series 300

Policy Title: ADMINISTRATIVE DUTIES

Code No. 303.5

Administrators will be hired by the board to assist the superintendent in the day-to-day operations of the school district.

Each attendance center will have a building principal responsible for the administration and operation of the attendance center. Each building principal, as chief administrator of the assigned attendance center, is responsible for the building and grounds, for the students and employees assigned to the attendance center, for school activities at the attendance center, for the education program offered in the attendance center, and the budget for the attendance center. The principal is considered the professional advisor to the superintendent in matters pertaining to the attendance center supervised by the principal. Although the principals serve under the direction of the superintendent, duties of the principal may include, but not be limited to the following:

- Cooperate in the general organization and plan of procedure in the school under the principal's supervision;
- Supervision of the teachers in the principal's attendance center;
- Maintain the necessary records for carrying out delegated duties;
- Work with the superintendent in rating, recommending and selecting supervised employees whenever possible;
- Work with the superintendent in determining the education program to be offered and in arranging the schedules. As much of the schedule as possible should be made before school closes for summer vacation. In the matter of courses offered, the final approval rests with the superintendent who is in turn responsible to the board;
- Ensure that proper care is taken of all school books, supplies, materials, equipment, furniture and facilities;
- Instruct teachers to make a complete annual inventory of all school property contained in their individual rooms. This inventory is reviewed and filed with the board secretary;
- Investigate excessive cases of absence or tardiness of students and notify the parents or guardians of unexcused absence or tardiness. All such cases should be reported to the superintendent;
- Make such reports from time to time as the superintendent may require;
- Maintain the regular schedule of school hours established by the board and make no temporary changes in the schedule without the consent of the superintendent;
- Promptly notify the superintendent whenever ventilation, sanitation or heating of the building is unsatisfactory;
- Contribute to the formation and implementation of general policies and procedures of the school;
- Perform such other duties as may be assigned by the superintendent of schools.

This list of duties will not act to limit the board's authority and responsibility over the position of the administrators. In executing these duties and others the board may delegate, the administrators will consider the school district's financial condition as well as the needs of the students in the school district.

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Administration
Series 300

Policy Title **ADMINISTRATOR – EVALUATION**

Code No. 303.6

The superintendent will conduct an ongoing process of evaluating the administrators their skills, abilities, and competence. At a minimum, the superintendent will formally evaluate the administrators annually. The goal of the formal evaluation process is to ensure that the educational program for the students is carried out, ensure student learning goals of the school district are met, promote growth in effective administrative leadership for the school district, clarify the administrator’s role as defined by the board and the superintendent, ascertain areas in need of improvement, clarify the immediate priorities of the responsibilities listed in the job description, and develop a working relationship between the superintendent and the administrator.

The superintendent is responsible for designing an administrator evaluation instrument. The formal evaluation will include written criteria related to the job description. The superintendent, after receiving input from the administrators, will present the formal evaluation instrument to the board for approval.

The formal evaluation will also include an opportunity for the administrator and the superintendent to discuss the written criteria, the past year’s performance and the future areas of growth. The evaluation is completed by the superintendent, signed by the administrator and filed in the administrator’s personnel file.

The principal will be an educational leader who promotes the success of all students by:

- Facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the school community.
- Advocating, nurturing and sustaining a school culture and instructional program conducive to student learning and staff professional development.
- Ensuring management of the organization, operations and resources for a safe, efficient and effective learning environment.
- Collaborating with families and community members, responding to diverse community interests and needs and mobilizing community resources.
- Acting with integrity, fairness and in an ethical manner.
- Understanding the profile of the community, and responding to and influencing the larger political, social, economic, legal and cultural context.

It is the responsibility of the superintendent to conduct a formal evaluation of the probationary administrators and non-probationary administrators prior to May 15.

This policy supports and does not preclude the ongoing informal evaluation of the administrator’s skills, abilities and competence.

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Administration

Series 300

Policy Title **ADMINISTRATIVE PROFESSIONAL
DEVELOPMENT**

Code No. 303.7

The board encourages the administrators to continue their professional growth by becoming involved in professional organizations, attending conferences, continuing their education, and participating in other professional activities.

It is the responsibility of the administrators to arrange their schedules in order to attend various conferences and events in which they are involved. Prior to attendance at an event, the administrator must receive approval from the superintendent. In the case where unusual expense is involved, the superintendent will bring it to the attention of the board prior to the administrator attending the event.

The administrator will report to the superintendent after an event.

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Administration

Series 300

Policy Title **ADMINISTRATIVE CIVIC ACTIVITIES**

Code No. 303.8

The board encourages the administrators to be involved in the school district community by belonging to community organizations and by attending and participating in school district community activities.

It is the responsibility of the administrators to become involved in school district community activities and events. The board may include a lump sum amount as part of the administrator's compensation to be used specifically for paying the annual fees of the administrator for school district community activities and events if, in the board's judgment, the administrator's participation will further the public purpose of promoting and deriving support for the school district and public education in general. It is within the discretion of the board to pay annual fees for professional organizations and activities.

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Administration

Series 300

Policy Title **ADMINISTRATIVE CONSULTING/
OUTSIDE EMPLOYMENT**

Code No. 303.9

An administrative position is considered a full-time employment. The board expects administrators to give the responsibilities of their positions in the school district precedence over other employment. An administrator may accept consulting or outside employment for pay as long as, in the judgment of the board and superintendent, the work is conducted on the administrator's personal time and it does not interfere with the performance of the administrative duties contracted by the board.

The board reserves the right, however, to request the administrator cease the outside employment as a condition of continued employment. The board shall give the administrator thirty (30) days notice to cease outside employment.

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Administration

Series 300

Policy Title **REDUCTION IN ADMINISTRATIVE PERSONNEL**

Code No. 303.10

The board shall have the discretion to determine the appropriate number of administrative personnel.

When considering a reduction in administrative personnel, the board shall consider the number of students to be enrolled, the condition of the facilities, the economic condition of the school district, the reassignment of duties among other administrative personnel, and other factors deemed relevant by the board.

The board shall consider the relative skills, ability, competence, experience, effectiveness, and qualifications of the administrators to do the available work, as well as other factors deemed relevant by the board in making reductions of administrative personnel.

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Administration

Series 300

Policy Title **ADMINISTRATOR CONTRACTS AND
CONTRACT NON-RENEWAL**

Code No. 303.11

The length of the contract for employment between an administrator and the board will be determined by the board and stated in the contract. The contract will also state the terms of the employment.

The first two years of a contract issued to a newly employed administrator will be considered a probationary period. The board may waive this period. The probationary period may be extended for an additional year upon the consent of the administrator. In the event of termination of a probationary or non-probationary contract, the board will afford the administrator appropriate due process, including notice by May 15. The administrator and board may mutually agree to terminate the administrator's contract.

If an administrator's contract is not being renewed by the board, the contract will be extended automatically for additional one-year periods beyond the end of its term until it is modified or terminated as mutually agreed to by the parties or until the administrator's contract is terminated consistent with statutory termination procedures.

It is the responsibility of the superintendent to create a contract for each administrative position.

Administrators who wish to resign, to be released from a contract, or to retire, must comply with board policies regarding the areas of resignation, release or retirement.

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Administration

Series 300

Policy Title **ADMINISTRATIVE PERSONNEL RETIREMENT**

Code No. 303.12

District administrators are eligible for the district's early retirement/separation as stated in Board Policy 403.5, if this policy is in effect at the time of early retirement/separation request.

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Administration

Series 300

Policy Title **ADMINISTRATIVE PERSONNEL-RESIGNATION/** Code No. 303.13
RELEASE FROM CONTRACT

An administrator who wishes to be released from a contract shall submit a written request to the superintendent at least twenty (20) working days prior to the anticipated termination date. Release from the contract shall be dependent on the circumstances involved including the availability of a qualified replacement.

The superintendent shall notify the Board of Educational Examiners in the event an administrator terminates employment without the proper release from the contract.

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Administration

Series 300

Policy Title **ADMINISTRATIVE PERSONNEL**
TERMINATION-DISMISSAL

Code No. 303.14

An administrator may be discharged at any time during a contract year for just cause and/or when performance indicates cause. The administrator shall be notified in writing that the board has voted to consider termination of the administrator's contract.

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Administration

Series 300

Policy Title **ADMINISTRATION AND BOARD OF DIRECTORS**

Code No. 304.1

The superintendent, as the executive officer of the board, shall work closely with the board members, particularly the board president, to keep the board informed about school district operations. The board shall maintain contact with other administrators through the superintendent.

The administrators and other administrative personnel shall work with the board through its executive officer, the superintendent. The administration, in working with the board, shall assist the board by gathering information, as requested by the board, informing the board about school district operations, implementing board policy and making recommendations.

The superintendent, unless excused by the board president, and the principals, unless excused by the superintendent, shall attend each board meeting.

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Administration

Series 300

Policy Title **ADMINISTRATION AND DISTRICT PERSONNEL**

Code No. 304.2

As managers of the school district, the administration shall recommend for employment of school district personnel, supervise them, and evaluate their performance. Complaints or requests by district personnel shall first be reported by their direct supervisor for resolution. It shall be the responsibility of the administration to foster a positive attitude and to promote a cooperative effort among school district personnel. It shall also be the responsibility of the administration to prevent misunderstandings within the school district and the community about board policy. It shall be the responsibility of each administrator to provide leadership to the personnel, and it shall be the responsibility of each district employee to work cooperatively with the administration to accomplish the educational philosophy of the school district.

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Administration

Series 300

Policy Title **ADMINISTRATION AND ADJOINING DISTRICT
ADMINISTRATORS**

Code No. 304.3

Efficiency and economics may be achieved by working with neighboring school districts in the offering of educational programs or in-service and the sharing of personnel.

The administration shall consider and explore opportunities to work with the adjoining school district(s) to expand the opportunities for the students and personnel in the school district.

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Revised: 5/14/97

Reviewed: 8/20/03

Reviewed: 6/16/08

Reviewed: 5/21/14

Administration

Series 300

Policy Title **ADMINISTRATION AND AREA EDUCATION**
AGENCY

Code No. 304.4

The administration shall utilize the resources of the Grant Wood Area Education Agency (AEA) on a selective basis, choosing to participate in high quality programs which specifically meet the needs of the school district. This includes utilizing educational materials and staff resources.

The administration may also utilize the AEA to facilitate regional programming and cooperatives as well as to purchase supplies.

It shall be the responsibility of the superintendent to coordinate activities with the AEA.

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Administration

Series 300

Policy Title ADMINISTRATIVE CODE OF ETHICS

Code No. 306

Administrators, as part of the educational leadership in the school district community, represent the views of the school district. Their actions, verbal and nonverbal, reflect the attitude and the beliefs of the school district. Therefore, administrators will conduct themselves professionally and in a manner fitting to their position.

Each administrator will follow the code of ethics stated in this policy. Failure to act in accordance with this code of ethics or in a professional manner, in the judgment of the board, will be grounds for discipline up to, and including, discharge.

The professional school administrator:

- Makes the education and well-being of students the fundamental value of all decision making.
- Fulfills all professional duties with honesty and integrity and always acts in a trustworthy and responsible manner.
- Supports the principle of due process and protects the civil and human rights of all individuals.
- Implements local, state and national laws.
- Advises the school board and implements the board's policies and administrative rules and regulations.
- Pursues appropriate measures to correct those laws, policies, and regulations that are not consistent with sound educational goals or that are not in the best interest of children.
- Avoids using his/her position for personal gain through political, social, religious, economic or other influences.
- Accepts academic degrees or professional certification only from accredited institutions.
- Maintains the standards and seeks to improve the effectiveness of the profession through research and continuing professional development.
- Honors all contracts until fulfillment, release or dissolution mutually agreed upon by all parties.
- Accepts responsibility and accountability for one's own actions and behaviors.
- Commits to serving others above self.

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Administration

Series 300

Policy Title **SUCCESSION OF AUTHORITY TO THE SUPERINTENDENT**

Code No. 307

In the absence of the superintendent, it is the responsibility of the other administrators to assume the superintendent's duties. The succession of authority to the superintendent is in this order:

1. Associate Superintendent ,
2. High School Principal .

If the absence of the superintendent is temporary, the successor will assume only those duties and responsibilities of the superintendent that require immediate action. If the board determines the absence of the superintendent will be a lengthy one, the board will appoint an acting superintendent to assume the responsibilities of the superintendent. The successor will assume the duties when the successor learns of the superintendent's absence or when assigned by the superintendent or the board.

References to "superintendent" in this policy manual will mean the "superintendent or the superintendent's designee" unless otherwise stated in the board policy.

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