

SUPERINTENDENT QUALIFICATIONS, RECRUITMENT, AND APPOINTMENT

The board will employ a superintendent to serve as the chief executive officer of the board, to supervise the daily operations of the school district, and to implement board policy with the power and duties prescribed by the board and 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, sex, sexual orientation, gender identity, ethnic/national origin, religion, marital status, age, socio-economic status or disability. In keeping with the law, however, the board will consider the military 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 shall 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.

Legal Ref.: Iowa Code §§ 21.5(1)(i); 35C; 216; 279.8, .20.
281 I.A.C. 12.4(4).
29 U.S.C. §§621-634
42 U.S.C. §§ 2000e *et seq.*

Cross Ref.: 100.1 School District Legal Status
300.4 Organizational Chart for Personnel
900.1 School and Community Relations

ADOPTED: 3/23/98
11/26/01
12/11/06
06/25/07

Reviewed: 11/1/01, 4/8/04, 11/9/06, 06/20/07, 10/4/12, 12/1/16, 3/5/20