

SUPERINTENDENT QUALIFICATIONS, RECRUITMENT, APPOINTMENT

The board shall employ a superintendent to serve as the executive officer of the board of directors, 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 shall only consider applicants that meet or exceed the standards set by the State Department of Education and the qualifications established in the job description for the position. In employing a superintendent, the board shall consider the qualifications, credentials, and records of the applicants without regard to race, color, religion, sex, national origin, age, sexual orientation, marital status, 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 shall also consider the school district's educational philosophy, budget, organizational structure, educational programs, licensed staff, and any factors about the school district deemed relevant by the board.

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

Legal Reference: 29 U.S.C. §§621-634.
42 U.S.C. §§2000e et seq.
Iowa Code §§21.5(1)(i); 35C; 216; 279.8, .20 (2015).
281 Iowa Admin. Code 11.4 (9), 12, 84-86.
281 Iowa Admin. Code 12.4 (4).
1980 Op. Att’y G en. 367.

Cross Reference: 200.3 Powers of the Board of Directors
200.4 Responsibilities of the Board of Directors
301 Administrative Structure
303 Superintendent

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