

ADMINISTRATIVE QUALIFICATIONS, RECRUITMENT, APPOINTMENT

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

The board shall only consider applicants who meet or exceed the standards set by the State Department of Education and qualifications set by the board for the position. In employing these administrators, the board shall consider the qualifications, credentials, and records of the applicants without regard to race, color, religion, sex, national origin, age, sexual orientation, gender identity, marital status, 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 all qualified applicants in making its final decision.

Also as part of choosing a building principal or other administrator, the board shall 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.

It shall be 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 shall act only on the superintendent's recommendation.

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

Legal Reference: Iowa Code §279.8, .21 (2015).  
281 Iowa Admin. Code 12.4.  
1980 Op. Att'y Gen. 367.

Cross Reference: 304 Administrative Personnel

Approved: October 8, 1990  
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