

# **SUPERINTENDENT'S CONTRACT**

*Code* **CBD** *Issued* **8/04**

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Purpose: To establish the basic structure for the contractual relationship between the board and the superintendent.

The appointment of a superintendent is a function of the board. It may seek the advice and counsel of interested individuals or of an advisory committee, and it may hire consultants to assist in selection. However, final selection rests with the board.

The superintendency becomes more demanding as the superintendent's responsibilities become more complex. The board realizes that it is therefore increasingly important to attract able persons to the superintendency by making the rewards of the position commensurate with its challenges. The board further realizes that it is increasingly important to free the superintendent from the pressures of groups in the community by ensuring his/her security from the threat of sudden and unjustified dismissal.

The appointment of the superintendent will be secured through an explicit contractual agreement which states the term of the contract, general responsibilities, compensation and other benefits, evaluations, leave arrangements, and other conditions of employment.

The board considers the contract to be a public document as defined by the South Carolina Freedom of Information Act.

The district requires its superintendent and its building level principals to reside in Dillon County unless the board expressly allows otherwise for such an individual due to extenuating circumstances. Present staff employed prior to 1995 are excluded from this requirement.

Adopted 7/1/75; Revised 8/13/91, 6/13/95, 8/10/04

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Legal references:

- A. S.C. Code of Laws, 1976, as amended:
  - 1. Section 30-4-10, et seq. - South Carolina Freedom of Information Act.
- B. State Board of Education regulations:
  - 1. R-43-161 - Appointment of superintendent.