3111

RECRUITMENT OF THE SUPERINTENDENT

The Board of Education recognizes that the recruitment and appointment of the Superintendent of Schools is among the most important priorities of the Board.

Through its employment policies, the Board will attempt to attract, secure, and retain a qualified Superintendent. The selection program will be based upon finding an individual who will devote himself/herself to the education and welfare of the children attending the district's schools and the efficient and responsible administration of the school system.

The Board will establish a search committee (or hire a consultant) to recruit and interview candidates for the position of Superintendent. The responsibilities of the search committee [consultant] and the procedures to be followed will be clearly established by the Board prior to the commencement of the recruitment process. The committee, if not experienced in the recruitment of administrative personnel, will undergo training so that the process may be conducted in an efficient manner. The Board may also seek the advice and counsel of interested individuals with regard to the appointment of a Superintendent. However, final selection shall rest with the Board after a thorough consideration of qualified candidates.

Recruiting procedures shall enable the district to seek qualified candidates from a variety of sources. The Board adheres to the practice of recruiting and hiring personnel without regard to religion, race, creed, color, national origin, sex, marital status, or disability. It will be the responsibility of the committee [consultant] to determine that the candidates meet certification and other requirements established by the Education Law and the Regulations of the Commissioner of Education for the position of Superintendent.

The Board will negotiate a contract with the successful candidate.

Cross-ref: 3110, Qualifications of the Superintendent

Ref: Education Law §§1711(1), (2), (3)
        8 NYCRR §80.4

Note: Prior policy, Policy Manual, CBB, revised

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