

## SUPERINTENDENT'S/CEO'S CONTRACT

The appointment of the Superintendent is secured through a written agreement, stating the terms of the contract. The contract meets all State requirements and protects the rights of both the Board and the Superintendent.

The Superintendent is appointed for a term not to exceed five years. The term commences on August 1 and continues through July 31 of the year in which the contract expires. Should a vacancy occur mid-term, the Board can appoint a new hire to a term starting on any date – as long as the length of the contract does not exceed five years from the prior August 1. The period of time in which the Superintendent's contract may be renewed begins on January 1 of the year prior to the contract's expiration and ends on March 1 of the year in which the contract expires.

Salary and benefits are determined by the Board at the time of the appointment and are reviewed by the Board. The Superintendent's salary may be increased or decreased during his/her term of office. However, any decrease must be part of "a uniform plan" affecting salaries of all District employees.

If the Board intends to nonrenew the Superintendent's contract, notice in writing of the intended nonrenewal must be given to the Superintendent on or before March 1 of the year in which the contract expires.

Nothing in this policy shall prevent the Board from making the final determination regarding the renewal or nonrenewal of the Superintendent's contract.

[Adoption date: August 14, 2001]  
[Re-adoption date: October 9, 2006]  
[Re-adoption date: April 13, 2011]  
[Re-adoption date: May 11, 2015]

LEGAL REFS.: ORC 3319.01; 3319.16; 3319.225;

CROSS REFS.: BCD, Board-Superintendent/CEO Relationship (Also CBI)  
CBA, Qualifications and Duties of the Superintendent/CEO  
CBAA, Incapacity of the Superintendent/CEO  
CBG, Evaluation of the Superintendent/CEO (Also AFB)