

DISMISSAL OF SUPERINTENDENT

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BOARD POLICY

It is the policy of the Board to provide the highest possible quality of educational leadership for the students enrolled in the schools in the District. In order to achieve this goal, the Board recognizes that it may become necessary to release the superintendent from future employment when performance fails to meet the standards established by the Board, or the laws of Mississippi, or when services of that superintendent are no longer needed.

~~When the superintendent is released from future employment, an opportunity will be provided for the superintendent to present matters in extenuation or exculpation to enable the Board to determine whether the recommendation of non-employment is a proper employment decision and not to contrary to law. It is not the intent of the Board to establish a system of tenure, expressed or implied. It is the policy of the Board that a non-reemployment decision be rationally related to a legitimate educational interest, and not based upon some constitutionally impermissible reason.~~

In the event that the Board determines not to offer the superintendent a new contract for employment for a succeeding school year, written notice of the decision shall be sent to the superintendent before February 1.

~~Upon written request, the superintendent shall be entitled to notice of the reasons and a summary of the factual basis for the decision, as well as a hearing, if the written request is received by the Board within ten days of the receipt of the notice of non-reemployment.~~

~~If a hearing is requested, it shall be held before the Board or before a hearing officer appointed for such purpose by the Board, and shall be conducted pursuant to the Education Employment Procedures Law of 2001. All proceedings under this policy shall be governed by and subject to the Education Employment Procedures Law of 2001 where applicable.~~

REFERENCES

MCA §§ 37-9-101 through 37-9-113; SB 2176