

1 **Browning Public Schools**

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3 **Policy #2106**

4 Policy Name: *Superintendent's Contract*

5 Regulation: -----

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7 The Board, upon the selection of a candidate or upon reappointment of the incumbent
8 superintendent, will endeavor to secure the dignity of the position and the freedom of leadership
9 appropriate to the responsibilities of the superintendent through an explicit contractual agreement.
10 Such contract will meet the requirements of Montana State law and will protect the rights of both
11 the Board and the superintendent. The resulting legal agreement will state the terms of the contract,
12 compensation, benefits, and other conditions of employment. Salary and benefits will be determined
13 by the Board at the time of appointment and will be reviewed by the Board each year.

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15 The Board realizes that it is increasingly important to free the superintendent from the pressures of
16 special interest groups within the community by ensuring his or her security from the threat of
17 sudden and unjustified dismissal. As a result, the board shall establish specific evaluative criteria
18 reflecting professional competencies for evaluation of the superintendent's performance and shall be
19 minimally responsible for annually evaluating his/her performance. Renewal of the superintendent's
20 contract will be dictated by the results derived from the established evaluation process. Should a
21 majority of the Board membership determine, subsequent to completion of the evaluation, that the
22 superintendent's services are considered unsatisfactory, s/he will be notified of the Board's intent to
23 non-renew their contract, and will be given reasonable opportunity to correct the deficiencies.

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25 The Board of Education recognizes that Montana State Statute permits variable length contracts
26 with school superintendents. The Board may initially grant the superintendent a multi-year contract
27 and renew the contractual agreement annually for a further term of one year. The term will
28 commence on July 1 and continue through June 30 of the year in which the contract expires. In all
29 cases involving the intent to terminate, trustees shall take such action by a majority vote of the
30 membership and notify the superintendent in writing of their intent to terminate no later than
31 February 1st of the last year of the contract.

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38 **Cross Reference:**

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40 **Legal Reference:** 20-4-401, MCA Appointment and Dismissal of District Superintendent
41 10.55.701, ARM Board of Trustees

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44 **Policy History:**

45 Adopted on: 1/12/99

46 Revised on: