

Nebo School District Board of Education

Policy

FILE # CBH

SUPERINTENDENT'S TERMINATION OF EMPLOYMENT

The Superintendent may be removed for cause by a 3/5 vote of the five member Board of Education at any time upon charges preferred by the Board or by any three members. Before removal, public hearings on the charges shall be held before the Board. Any staff member who is promoted from within the Nebo School District to the office of Superintendent for one or more terms shall be restored immediately to a position of equal or superior salary and rank to that held by him prior to his selection for the Superintendency if such term is terminated by a resignation or by failure to be reappointed Superintendent.

Date: 7/78

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Exhibit CBH-E

SUPERINTENDENT'S TERMINATION OF EMPLOYMENT

(Administrative Dismissal)

AASA believes that school systems thrive best when they are administered by professionals who have a sense of security in their positions. In recent years, there has been an acceleration in the number of dismissals of Superintendents from their jobs. While in some instances such departures may have been warranted, in all too many cases administrators were dismissed arbitrarily and without apparent cause. As professionals, the members of AASA are entitled to an evaluation procedure divorced from personality-based judgments.

AASA urges its members to work closely with their school boards to develop evaluation procedures that are systematic and regularly administered. Such evaluation procedures should be performance-based and should be the subject of careful explication and deliberation among the parties concerned, i.e., the community, the school board, and the professional. Where circumstances require it, explicit procedures for separating administrative personnel from their positions should be established and should provide for the dignified and nondiscriminatory removal of personnel, after a hearing based on evidence that is neither biased nor recriminatory.

AASA further urges that when steps are initiated to remove an administrator from his or her position, the individual be given ample private notification to afford him or her an opportunity to secure other employment.

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