

The Board of Trustees

Board-Superintendent Relationship

The Board-Superintendent relationship is based on mutual respect for their complementary roles. The relationship requires clear communication of expectations regarding the duties and responsibilities of both the Board and Superintendent.

The Board hires, evaluates, **dismisses**, and seeks recommendations of the Superintendent as the District's chief executive officer. The Board **creates and** adopts policies necessary to provide the general direction for the District and to **support** achievement of District goals **aligned with I.C. Title 33**. The Superintendent directs the District's day-to-day operations and develops the plans, programs, and procedures **as** needed to implement **adopted** policies.

Regarding the evaluation or adoption of policies: The Superintendent will provide the Trustees all documented and intentional communication with staff, parents, legal counsel, community or taxpayers, presented in its entirety, as it was received.

Regarding recommendations for proposed action items: The Superintendent will provide all relevant information including both the pros and the cons of any proposed action item to ensure the Trustees are able to make fully informed decisions to faithfully execute their duties.

Termination of the Superintendent's employment contract will occur under the following:

- Intentional obfuscation and misrepresentation of information by the Superintendent;
- Intentional obfuscation and misrepresentation of findings and facts to ensure the Trustees votes align with the personal interests or opinion of the Superintendent;
- Refusal to take Board-directed action regarding the implementation of policies;
- Refusal to take Board-directed action regarding plans, programs, and procedures for directing the District's day-to-day operations; and
- Intentional and repetitive insubordination regarding the Board's request for additional information, clarifications, or the establishment of communication expectations and parameters.

Both the Board of Trustees and the Superintendent will approach their relationship in good faith and with the intention of creating a unified implementation and execution of staff, parents, community members and taxpayers interest.

The Superintendent shall be contracted for a term not to exceed three (3) years and shall be the executive officer of the Board with such powers and duties as the board prescribes. The Superintendent shall act as the authorized representative of the district whenever such is required.

The Board shall conduct an annual, written formal evaluation of the work of the Superintendent **no later than June 1**. Any concerns related to this policy from either party will be addressed in executive session pursuant to I.C. § 74-206.

Legal Reference:

I.C. Title 33 Education

I.C. § 33-513 Professional personnel

Policy History:

Adopted on: August 13, 2007

Revision drafted on: April 6, 2026

Prior district policy Article 1, section B.

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