

2.04 APPOINTMENT OF SUPERINTENDENT OF SCHOOLS

The Superintendent shall hold a superintendent's certificate and may be appointed by the Board of Education for a term of not more than five (5) years beginning the first day of August and ending the thirty-first day of July. The Superintendent shall serve on a twelve (12) month contract. The Superintendent may be reemployed the calendar year preceding the year of expiration of his/her contract of employment. The Superintendent shall be reemployed prior to March 1 of the year of contract expiration.

The Board of Education shall enter into an employment contract with the Superintendent, which shall include the following information:

- A. The title of the position;
- B. A job description for the position;
- C. The term for which employment is contracted including beginning and ending dates;
- D. The annual salary and the intervals at which it will be paid;
- E. Other compensation including benefits;
- F. The annual number of days to be worked;
- G. The annual number of days of vacation and holidays; and
- H. Such other matters as may be agreed upon.

The Superintendent of Schools shall be the chief executive officer of the school system and shall have, under the direction of the Board of Education, supervision of all of the public schools and of all the personnel and various personnel departments of the school system. The Superintendent of Schools is responsible for the management of the schools under the Board's policies and is accountable to the Board.

The Superintendent of Schools, at his/her discretion may delegate to other school personnel the exercise of any powers and the discharge of any duties imposed upon the Superintendent by these policies or by vote of the Board. The delegation of power or duty, however, shall not relieve the Superintendent of responsibility for the action taken under such delegation.

The Superintendent shall perform such duties as set forth in the Ohio Revised Code and the Board adopted job description. The Superintendent's salary may be increased during the term of office but shall not be decreased unless coincident action involves a general reduction in the Board's adopted salary schedule for teachers and other employees.

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The Board of Education supports the concept and application of team management in the administration of the Franklin Local Schools.

The Superintendent of Schools shall lead, determine structure, and designate membership for the total management team. The team is responsible to the Superintendent who, in turn, is responsible to the Board.

For operational purposes a district administrative support team representing all levels of administration shall be established to facilitate the decision-making process for the management team. Moreover, teams may be constituted as necessary to carry out specific organizational goals or objectives.

The Superintendent of Schools shall designate members of the district management team to participate with the Board negotiating team in negotiations with employee groups. While the Franklin Local Board of Education is charged by the State of Ohio with the responsibility for providing opportunities for the children of its schools and of directing those public school activities, which the state entrusts to its care and supervision, a carefully planned pattern of administrative authority is observed by the Board. In fulfilling its obligations, the Board acts through the power of legislation by the determination of policies and the evaluation of the results. The direct administration of the school system is delegated to the Superintendent of Schools whom the Board appoints to act as chief executive officer of the Board. The Superintendent is held individually and directly responsible to the Board of Education for the execution of all its policies and its legislation, for the development, supervision and operation of the school program and facilities, and for such other duties assigned to him/her by the Board.

In the absence of Board policy, the Superintendent shall exercise his/her best judgment in addressing any situation which may arise. However, the Superintendent's decision may be subject to review by the Board of Education at its next regular meeting. It is the Superintendent's duty to inform the Board of Education of any such action and of the need for an official policy.

In general, it is the primary duty of the Board to establish policies and that of the Superintendent to administer such policies. In administering the policies of the Board, the Superintendent may promulgate and implement administrative guidelines, procedures, and regulations. As long as the contents of these administrative guidelines, procedures and regulations are not inconsistent with Board policy or federal or state laws, rules, or regulations, they shall be considered an extension of Board policy and binding upon all employees, students, and other persons.