



**Responsible Office:** Office of the Board of Trustees & Superintendent

## **BOARD POLICY 9080**

### **EMPLOYMENT AND DUTIES OF SUPERINTENDENT PERFORMANCE**

#### **PURPOSE**

The Washoe County School District (District) Board of Trustees (Board) adopts this Board Policy to establish the framework for employing a Superintendent of Schools (Superintendent), as well as, defining the powers of and fixing the duties of a Superintendent.

#### **POLICY**

1. The Superintendent is the Chief Executive Officer of the District. The Superintendent shall, in accordance with the powers and duties authorized by the Board, define, establish, and supervise all aspects of the District's educational system and operations.
2. Employment
  - a. The Board may employ any person it determines qualified to serve as Superintendent.
    - i. If the Board employs a Superintendent that is not a licensed administrator in the State of Nevada, the Board shall ensure that a person who is a licensed administrator in the State of Nevada is employed to oversee the academic programs of the District.
  - b. The Superintendent may be employed for an initial term not to exceed four (4) years. The term of any subsequent employment may be of any duration.
  - c. The salary of the Superintendent shall be fixed by the Board.
  - d. A Superintendent may be dismissed at any time for cause and as specified in the Superintendent's employment agreement.
  - e. The Board and Superintendent shall have a written employment agreement that includes salary, benefits, and other terms of employment.

3. Powers and Duties

- a. Pursuant to NRS Chapter 391, the Board has authority to define the powers and fix the duties of the Superintendent and the authority to delegate to the Superintendent such powers and authority as the Board has under NRS Title 34, Education.
  - b. The Board defines the powers and fixes the duties of the Superintendent by and through Board Policies, the Superintendent Job Description, and the written employment agreement.
4. Evaluation. The Board shall adopt an evaluation tool consistent with the Superintendent's contract using objective metrics that ensure educational excellence through effective governance and management of the school system, and to ensure that District policies, administrative regulations, and procedures are followed to the satisfaction of the Board.

**LEGAL REQUIREMENTS AND ASSOCIATED DOCUMENTS**

1. This Board Policy reflects the goals of the District's Strategic Plan and aligns/complies with the governing documents of the District.
2. This Board Policy complies with Nevada Revised Statutes (NRS) and Nevada Administrative Code (NAC), to include:
  - a. NRS Chapter 241, Meetings of State and Local Agencies, and specifically:
    - i. NRS 241.031, Meeting to consider character, misconduct, or competence of elected member of public body or certain public officers; and
    - ii. NRS Title 34, Education.

**REVISION HISTORY**

| Date       | Revision | Modification                                                                                                 |
|------------|----------|--------------------------------------------------------------------------------------------------------------|
| 12/16/2008 | 1.0      | Adopted                                                                                                      |
| 06/25/2013 | 2.0      | Revised: To align with Superintendent employment contracts (deleted accompanying policies 2110.1 and 2110.3) |
| 10/25/2016 | 3.0      | Revised: To align with Balanced Governance system, formerly Board Policy 9007                                |
| 07/07/2020 | 4.0      | Revised: To align to template adopted by Board of Trustees in compliance with Board                          |

|            |     |                                                                                                                                                                        |
|------------|-----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|            |     | Policy 9070; revised per Board request related to hiring of new superintendent; changed name from "Board Policy 9080 Hiring and Monitoring Superintendent Performance" |
| 11/01/2022 | 4.1 | Revised: Correct punctuation                                                                                                                                           |