

2nd READING! 302.3 SUPERINTENDENT SALARY AND OTHER COMPENSATION

The board has complete discretion to set the salary of the superintendent. It is the responsibility of the board to set the salary and benefits of the superintendent at a level that will include consideration of, but not be limited to, the economic condition of the school district and the training, experience, skill, and demonstrated competence of the superintendent. The salary is set at the beginning of each contract term.

In addition to the salary and benefits, the superintendent's actual and necessary expenses are paid by the school district when the superintendent is performing work-related duties. It is within the discretion of the board to pay dues to professional organizations for the superintendent.

The board may approve the payment of dues and other benefits or compensation over and above the superintendent's contract. Approval of dues and other benefits or compensation will be included in the records of the board in accordance with board policy.

NOTE: Boards that pay professional dues for the superintendent should document that doing so is an appropriate use of public funds and why it is an appropriate use.

Legal Reference: Iowa Code §§ 279.8, .20,
1984 Op. Att'y Gen. 47.

Cross Reference: 302 Superintendent

Approved xx/xx/xx

Reviewed xx/xx/xx

Revised xx/xx/xx

2nd READING! 302.5 SUPERINTENDENT EVALUATION

The board will conduct an ongoing evaluation of the superintendent's skills, abilities, and competence. At a minimum, the board will formally evaluate the superintendent on an annual basis. The goal of the superintendent's formal evaluation is to ensure the education program for the students is carried out, promote growth in effective administrative leadership, clarify the superintendent's role, clarify the immediate priorities of the board, and develop a working relationship between the board and the superintendent. This policy supports and does not preclude the ongoing, informal evaluation of the superintendent's skills, abilities and competence.

The superintendent will be an educational leader who promotes the success of all students by:

- Facilitating the development, articulation, implementation, Mission, Vision and ~~stewardship of~~ Core Values: Develop, advocate and enact a shared mission, vision, and core values of high-quality education and academic success and well-being of ~~learning that is shared and supported by the~~ each student.
- Ethics and Professional Norms: Act ethically and according to professional norms to promote each student's academic success and well-being.
- Equity and Cultural Responsiveness: Strive for equity of educational opportunity and culturally responsive practices to promote each student's academic success and well-being.
- Curriculum, Instruction and Assessment: Develop and support intellectually rigorous and coherent systems of curriculum, instruction and assessment to promote each student's academic success and well-being.
- Community Care and Support for Students: Cultivate an inclusive, caring and supportive school community that promotes the academic success and well-being of each student.
- ~~Advocating, nurturing~~ Professional Capacity of School Personnel: Develop the professional capacity and ~~sustaining a~~ practice of school ~~culture~~ personnel to promote each student's academic success and ~~instructional program conducive to student learning~~ well-being.
- Professional Community for Teachers and Staff ~~professional development~~: Foster a professional community of teachers and professional staff to promote each student's academic success and well-being.
- ~~Ensuring management of~~ Meaningful Engagement of Families and Community: Engage families and ~~the organization,~~ community in meaningful, reciprocal, and mutually beneficial ways to promote each student's academic success and well-being.
- Operations and Management: Manage school operations and resources ~~for a safe, efficient and effective learning environment.~~ to promote each student's academic success and well-being.
- ~~Collaborating with families and community members, responding to diverse community interests and needs and mobilizing community resources.~~
- ~~Acting with integrity, fairness and in an ethical manner.~~
- ~~Understanding the profile of the community, and responding to and influencing the larger political, social, economic, legal and cultural context.~~
- School Improvement: Act as an agent of continuous improvement to promote each student's academic success and well-being.

The formal evaluation will be based upon the following principles:

- The evaluation criteria will be in writing, clearly stated and mutually agreed upon by the board and the superintendent. The criteria will be related to the job description ~~and the~~, the Iowa Standards for School Leaders, the school district's goals, and the goals of the administrator's individual professional development plan.
- At a minimum, the evaluation process will be conducted annually at a time agreed upon;
- Each board member will have an opportunity to individually evaluate the superintendent, and these individual evaluations will be compiled into an overall evaluation ~~by~~ from the entire board;

- The superintendent will conduct a self-evaluation prior to discussing the board's evaluation, and the board as a whole will discuss its evaluation with the superintendent;
- The board may discuss its evaluation of the superintendent in closed session upon a request from the superintendent and if the board determines its discussion in open session will needlessly and irreparably injure the superintendent's reputation; and,
- The individual evaluation by each board member, if individual board members so desire, will not be reviewed by the superintendent. Board members are encouraged, however, to communicate their criticisms and concerns to the superintendent in the closed session. The board president will develop a written summary of the individual evaluations, including both the strengths and the weaknesses of the superintendent, and place it in the superintendent's personnel file to be incorporated into the next cycle of evaluations.

~~This policy supports and does not preclude the ongoing, informal evaluation of the superintendent's skills, abilities and competence.~~

NOTE: The Iowa Board of Education previously adopted the new Iowa Standards for School Leaders which will take effect on July 1, 2021. Districts are required to use these new standards in conducting evaluations of school administrators.

Legal Reference: Wedergren v. Board of Directors, 307 N.W.2d 12 (Iowa 1981).
Iowa Code §§ 279.8, .20, .23, .23A.
281 I.A.C. Ch. 83; 12.3(4).

Cross Reference: 212 Closed Sessions
302 Superintendent

Approved 6/12/95

Reviewed 3/11/19

Revised 6/12/95

2nd READING! 302.6 SUPERINTENDENT PROFESSIONAL DEVELOPMENT

The board encourages the superintendent to continue professional growth by being involved in professional organizations, attending conferences, continuing education, and participating in other professional activities.

It is the responsibility of the superintendent to arrange the superintendent's schedule in order to enable attendance at various conferences and events. If a conference or event requires the superintendent to be absent from the office for more than three days, requires overnight travel, or involves unusual expense, the superintendent will bring it to the attention of the board president prior to attending the event.

The superintendent will report to the board after an event.

Legal Reference: Iowa Code § 279.8
281 I.A.C. 12.7.

Cross Reference: 303.7 Administrator Professional Development
401.7 Employee Travel Compensation

Approved x/xx/xx

Reviewed x/xx/xx

Revised x/xx/xx

303 ADMINISTRATIVE EMPLOYEES

303.1 ADMINISTRATIVE POSITIONS

The school district shall will have, in addition to the superintendent, ~~other~~ the following administrative positions: ~~High School Principal~~ Secondary Principal (7-12), ~~Middle School/Elementary Principal~~ Elementary Principal (PS-6), and Activities Director.

These administrators shall will work closely with the superintendent in the day-to-day operations of the school district.

It shall be is the responsibility of these administrators to uphold board policy, to instill a positive, cooperative environment with employees, and to share their expertise with each other and the board under the management team concept.

Legal Reference: Iowa Code §§ 279.8, .20, .21, .23-.24.
281 I.A.C. 12.4.

Cross Reference: 301 Administrative Structure
303 Administrative Employees

Approved 6/12/95

Reviewed 3/11/19

Revised 6/12/95

303.2 ADMINISTRATOR QUALIFICATIONS, RECRUITMENT, APPOINTMENT

The board will employ building principals and other administrators, in addition to the superintendent, to assist in the daily operations of the school district.

The board will consider applicants who meet or exceed the standards set by the Iowa Department of Education and the qualifications established in the job description for the position. In employing an administrator, the board will consider the qualifications, credentials and records of the applicants without regard to race, color, creed, religion, sex, national origin, ~~gender, disability, age, religion, creed, sexual orientation, marital status and gender identity~~ or disability. In keeping with the law, however, the board will consider the veteran status of the applicants. The board will look closely at the training, experience, skill and demonstrated competence of qualified applicants in making its final decision.

In choosing an administrator, the board will also consider the school district's educational philosophy, financial condition, organizational structure, education programs, and other factors deemed relevant by the board.

It is the responsibility of the superintendent to make a recommendation to the board for filling an administrative position, based on the requirements stated in this policy. The board will act only on the superintendent's recommendation.

The board may contract for assistance in the search for administrators.

Legal Reference: Iowa Code §§ 279.8, .21.
281 I.A.C. 12.4.

Cross Reference: 303 Administrative Employees

Approved 6/12/95

Reviewed 3/11/19

Revised 6/12/95

303.3 ADMINISTRATOR CONTRACT AND CONTRACT NONRENEWAL

The length of the contract for employment between an administrator and the board will be determined by the board and stated in the contract. The contract will also state the terms of the employment.

The first three consecutive years of a contract issued to a newly employed administrator will be considered a probationary period. The probationary period may be extended for an additional year upon the consent of the administrator. In the event of termination of a probationary or nonprobationary contract, the board will afford the administrator appropriate due process, as required by law. The administrator and board may mutually agree to terminate the administrator's contract.

It is the responsibility of the superintendent to create a contract for each administrative position. The board may issue temporary and nonrenewable contracts in accordance with law.

Administrators who wish to resign, to be released from a contract, or to retire, must comply with applicable law and board policies.

NOTE: May 15 is the date established by Iowa law for notice of board action to consider termination of an administrator's contract. The board may select an earlier day, but may not select a later date.

Legal Reference: *Martin v. Waterloo Community School District*, 518 N.W. 2d 381 (Iowa 1994).
Cook v Plainfield Community School District, 301 N.W. 2d 771 (Iowa App. 1980).
Board of Education of Fort Madison Community School District v Youel, 282 N.W. 2d 677 (Iowa 1979).
Briggs v Board of Education of Hinton Community School District, 282 N.W. 2d 740 (Iowa 1979).
Iowa Code § 279.
281 I.A.C. 12.4.

Cross Reference: 303 Administrative Employees

Approved 6/12/95

Reviewed 3/11/19

Revised 6/12/95

303.4 ADMINISTRATOR SALARY AND OTHER COMPENSATION

The board has complete discretion to set the salary of the administrators. It shall be the responsibility of the board to set the salary and benefits of the administrators at a level that will include consideration of, but not be limited to, the economic condition of the school district and the training, experience, skill, and demonstrated competence of the administrators. The salary shall will be set at the beginning of each contract period.

In addition to the salary and benefits agreed upon, the administrator's actual and necessary expenses shall will be paid by the school district when the administrator is performing work-related duties. The board shall will approve the payment of other benefits or compensation over and above the administrator's contract. Approval of other benefits or items of an administrator's compensation shall will be included in the records of the board in accordance with board policy.

Legal Reference: Iowa Code § 279.21

Cross Reference: 303 Administrative Employees

Approved 6/12/95

Reviewed 3/11/19

Revised 6/12/95

303.5 ADMINISTRATOR DUTIES

Administrators shall will be hired by the board to assist the superintendent in the day-to-day operations of the school district.

Each attendance center shall will have a building principal responsible for the administration and operation of the attendance center. Each building principal, as chief administrator of the assigned attendance center, shall be is responsible for the building and grounds, for the students and employees assigned to the attendance center, for school activities at the attendance center, for the education program offered in the attendance center, and the budget for the attendance center. The principal shall be is considered the professional advisor to the superintendent in matters pertaining to the attendance center supervised by the principal. Although the principals serve under the direction of the superintendent, duties of the principal may include, but not be limited to the following:

- Cooperate in the general organization and plan of procedure in the school under the principal's supervision;
- Supervision of the teachers in ~~each principal's~~ the principal's attendance center;
- Maintain the necessary records for carrying out delegated duties;
- Work with the superintendent in rating, recommending and selecting supervised employees whenever possible;
- Work with the superintendent in determining the education program to be offered and in arranging the schedules. As much of the schedule as possible should be made before school closes for summer vacation. In the matter of ~~course~~ courses offered, the final approval rests with the superintendent who is in turn responsible to the board;
- Ensure that proper care is taken of all school books, supplies, materials, equipment, furniture and facilities;
- Instruct teachers to make a complete annual inventory of all school property contained in their individual rooms. This inventory shall be is reviewed and filed with the board secretary;
- Investigate ~~cases~~ of excessive cases of absence or tardiness of students and notify the parents or guardians of unexcused absence or tardiness. All such cases shall should be reported to the superintendent;
- Make such reports from time to time as the superintendent may require;
- Maintain the regular schedule of school hours established by the board and make no temporary changes in the schedule without the consent of the superintendent;
- Promptly notify the superintendent whenever ventilation, sanitation or heating of the building is unsatisfactory;
- Contribute to the formation and implementation of general policies and procedures of the school;
- Perform such other duties as may be assigned by the superintendent of schools.

This list of duties shall will not act to limit the board's authority and responsibility over the position of the administrators. In executing these duties and others the board may delegate, the administrators shall will consider the school district's financial condition as well as the needs of the students in the school district.

NOTE: This is a sample listing of administrator duties. Boards may want to amend it to reflect actual duties.

Legal Reference: Iowa Code §§ 279.8, .21, .23A.
281 I.A.C. 12.4(5), .4(6), .4(7).

Cross Reference: 301 Administrative Structure
303 Administrative Employees

Approved 6/12/95

Reviewed 3/11/19

Revised 6/12/95

303.6 ADMINISTRATOR EVALUATION

The Superintendent will conduct an ongoing process of evaluating the administrators on their skills, abilities, and competence. At a minimum, the Superintendent will formally evaluate the administrators annually. The goal of the formal evaluation process is to ensure that the educational program for the students is carried out, ensure student learning goals of the school district are met, promote growth in effective administrative leadership for the school district, clarify the administrator's role as defined by the board and the superintendent, assess administrator competence in the Iowa Standards for School Leaders, ascertain areas in need of improvement, clarify the immediate priorities of the responsibilities listed in the job description, and develop a working relationship between the superintendent and the administrator. This policy supports and does not preclude the ongoing informal evaluation of the administrator's skills, abilities and competence.

The superintendent is responsible for designing an administrator evaluation instrument to assess, among other things, the administrator's competence in meeting the Iowa Standards for School Leaders and the goals of the administrator's individual professional development plan. The formal evaluation will include written criteria related to the job description and the Iowa Standards for School Leaders. The superintendent, after receiving input from the administrators, will present the formal evaluation instrument to the board for approval.

The formal evaluation will also include an opportunity for the administrator and the superintendent to discuss the written criteria, the past year's performance and the future areas of growth. The evaluation is completed by the superintendent, signed by the administrator and filed in the administrator's personnel file.

The principal will be an educational leader who promotes the success of all students by:

- ~~Facilitating the development, articulation, implementation,~~ Mission, Vision and stewardship of Core Values: Develop, advocate and enact a shared mission, vision, and core values of high-quality education and academic success and well-being of learning that is shared and supported by the each student.
- Ethics and Professional Norms: Act ethically and according to professional norms to promote each student's academic success and well-being.
- Equity and Cultural Responsiveness: Strive for equity of educational opportunity and culturally responsive practices to promote each student's academic success and well-being.
- Curriculum, Instruction and Assessment: Develop and support intellectually rigorous and coherent systems of curriculum, instruction and assessment to promote each student's academic success and well-being.
- Community Care and Support for Students: Cultivate an inclusive, caring and supportive school community that promotes the academic success and well-being of each student.
- ~~Advocating, nurturing~~ Professional Capacity of School Personnel: Develop the professional capacity and ~~sustaining a practice of school culture~~ personnel to promote each student's academic success and ~~instructional program conducive to student learning~~ well-being.
- Professional community for Teachers and Staff ~~professional development~~: Foster a professional community of teachers and professional staff to promote each student's academic success and well-being.
- ~~Ensuring management~~ of Meaningful Engagement of Families and Community: Engage families and the community in meaningful, reciprocal, and mutually beneficial ways to promote each student's academic success and well-being.
- Operations and Management: Manage school operations and resources ~~for a safe, efficient and effective learning environment~~ to promote each student's academic success and well-being.
- ~~Collaborating with families and community members, responding to diverse community interests and needs and mobilizing community resources.~~
- ~~Acting with integrity, fairness and in an ethical manner.~~
- ~~Understanding the profile of the community, and responding to and influencing the larger political, social, economic, legal and cultural context.~~

- School Improvement: Act as an agent of continuous improvement to promote each student's academic success and well-being.

It is the responsibility of the superintendent to conduct a formal evaluation of the probationary administrators and ~~non-probationary~~ nonprobationary administrators prior to May 15.

~~This policy supports and does not preclude the ongoing informal evaluation of the administrator's skills, abilities and competence.~~

NOTE: The Iowa Board of Education previously adopted the new Iowa Standards for School Leaders which will take effect on July 1, 2021. Districts are required to use these new standards in conducting evaluations of school administrators.

Legal Reference: Iowa Code §§ 279.8, .21-.23A.
281 I.A.C. 12.3(3); ch 83.

Cross Reference: 303 Administrative Employees

Approved 6/12/95

Reviewed 3/11/19

Revised 6/12/95

RESCIND! 303.6A—CENTRAL LYON STANDARDS FOR SCHOOL ADMINISTRATORS

Standard 1: A school administrator is an educational leader who promotes the success of all students facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the school community.

Standard 2: A school administrator is an educational leader who promotes the success of all students by advocating, nurturing and sustaining a school culture and instructional program conducive to student learning and staff professional development.

Standard 3: A school administrator is an educational leader who promotes the success of all students by ensuring management of the organization, operations, and resources for a safe, efficient, and effective learning environment.

Standard 4: A school administrator is an educational leader who promotes the success of all students by collaborating with families and community members, responding to diverse community interests and needs, and mobilizing community resources.

Standard 5: A school administrator is an educational leader who promotes the success of all students by acting with integrity, fairness, and in an ethical manner.

Standard 6: A school administrator is an educational leader who promotes the success of all students by understanding, responding to, and influencing the larger political, social, economic, legal, and cultural context.

NEW! 303.7 ADMINISTRATOR PROFESSIONAL DEVELOPMENT

The board encourages the administrators to continue their professional growth by becoming involved in professional organizations, attending conferences, continuing their education, and participating in other professional activities.

It is the responsibility of the administrators to arrange their schedules in order to attend various conferences and events in which they are involved. Prior to attendance at an event, the administrator must receive approval from the superintendent. In the case where overnight travel or unusual expense is involved, the superintendent will bring it to the attention of the board prior to the administrator attending the event.

The administrator will report to the superintendent after an event.

Legal Reference: Iowa Code § 279.8
281 I.A.C. 12.7.

Cross Reference: 302.6 Superintendent Professional Development
401.7 Employee Travel Compensation

Approved xx/xx/xx

Reviewed xx/xx/xx

Revised xx/xx/xx

303.8 ADMINISTRATOR CIVIC ACTIVITIES

The board encourages the administrators to be involved in the school district community by belonging to community organizations and by attending and participating in school district community activities.

~~It shall be~~ is the responsibility of the administrators to become involved in school district community activities and events. ~~The board may include a payment for paying the annual fees of the administrator for school district community activities and events if, in the board's judgment, the administrator's participation will further the public purpose of promoting and deriving support for the school district and public education in general. It shall be~~ It is within the discretion of the board to pay annual fees for professional organizations and activities.

NOTE: School district can only expend funds for public purposes. School districts that pay the annual fees or dues for civic activities should document why the expense is a legitimate expenditure and need to have this policy. School district not paying these fees or dues, don't need the policy.

Legal Reference: Iowa Code § 279.8

Cross Reference: 302.7 Superintendent Civic Activities

Approved 6/12/95

Reviewed 3/11/19

Revised 6/12/95

NEW! 303.9 ADMINISTRATOR CONSULTING/OUTSIDE EMPLOYMENT

An administrative position is considered full-time employment. The board expects administrators to give the responsibilities of their positions in the school district precedence over other employment. An administrator may accept consulting or outside employment for pay as long as, in the judgment of the board and the superintendent, the work is conducted on the administrator's personal time and it does not interfere with the performance of the administrative duties contracted by the board.

The board reserves the right, however, to request the administrator cease the outside employment as a condition of continued employment. The board will give the administrator thirty days notice to cease outside employment.

Legal Reference: Iowa Code §§ 279.8, .21.

Cross Reference: 303.3 Administrator Contract and Contract Nonrenewal
303.5 Administrator Duties

Approved xx/xx/xx

Reviewed xx/xx/xx

Revised xx/xx/xx

304 POLICY IMPLEMENTATION

304.1 DEVELOPMENT AND ENFORCEMENT OF ADMINISTRATIVE REGULATIONS

Administrative regulations may be necessary to implement board policy. It ~~shall be~~ is the responsibility of the superintendent to develop administrative regulations.

In developing the administrative regulations, the superintendent ~~may~~ should consult with administrators or others likely to be affected by the regulations. Once the regulations are developed, employees, students and other members of the school district community ~~shall~~ will be informed in a manner determined by the superintendent.

The board ~~shall~~ will be kept informed of the administrative regulations utilized and ~~there~~ their revisions. The board may review and recommend change of administrative regulations prior to their use in the school district if they are contrary to the intent of board policy.

It ~~shall be~~ is the responsibility of the superintendent to enforce administrative regulations.

Legal Reference: Iowa Code § 279.8

Cross Reference: 209 Board of Directors' Management Procedures
304.2 Monitoring of Administrative Regulations

Approved 6/12/95

Reviewed 3/11/19

Revised 6/12/95

304.2 MONITORING OF ADMINISTRATIVE REGULATIONS

The administrative regulations shall will be monitored and revised when necessary. It shall be is the responsibility of the superintendent to monitor and revise the administrative regulations.

The superintendent may rely on the board, administrators, employees, students, and other members of the school district community to inform the superintendent about the effect of and possible changes in the administrative regulations.

Legal Reference: Iowa Code §§ 279.8, .20.

Cross Reference: 209 Board of Directors' Management Procedures
304.1 Development and Enforcement of Administrative Regulations

Approved 6/12/95

Reviewed 3/11/19

Revised 6/12/95

305 ADMINISTRATOR CODE OF ETHICS

Administrators, as part of the educational leadership in the school district community, represent the views of the school district. Their actions, verbal and nonverbal, reflect the attitude and the beliefs of the school district. Therefore, administrators will conduct themselves professionally and in a manner fitting to their position.

Each administrator will follow the code of ethics stated in this policy. Failure to act in accordance with this code of ethics or in a professional manner, in the judgment of the board, will be grounds for discipline up to, and including, discharge.

The professional school administrator:

- Upholds ~~Makes the honor~~ education and ~~dignity~~ well-being of students the ~~profession in actions and relations~~ fundamental value of all decision making.
- Fulfills all professional duties with ~~students, colleagues, board members~~ honesty and integrity and always acts in a trustworthy and responsible manner.
- Supports the ~~public~~; principle of due process and protects the civil and human rights of all individuals.
- ~~Obeys~~ Implements local, state and national laws; ~~holds to high ethical and moral standards; and gives loyalty to this country and to the cause of democracy and liberty;~~
- ~~Accepts~~ Advises the ~~responsibility to master and contribute to the growing body of specialized knowledge, concepts, and skills which characterize school administration as a profession; Strives to provide the finest possible educational experiences and opportunities to the members of the school district community; Seeks to preserve and enhance the prestige and status of the profession when applying for a position or entering into contractual agreements; Carries out in good faith the board and implements the board's policies duly adopted by the local board and the and administrative rules and regulations of state authorities and renders professional service.~~
- ~~Disallows consideration of private gain or~~ Pursues appropriate measures to correct those laws, policies, and regulations that are not consistent with sound educational goals or that are not in the best interest of children.
- Avoids using his/her position for personal gain through political, social, religious, economic ~~interest to affect the discharge of~~ or other influences.
- Accepts academic degrees or professional ~~responsibilities~~ certification only from accredited institutions.
- ~~Recognizes public schools are~~ Maintains the ~~public's business~~ standards and seeks to ~~keep~~ improve the ~~public informed about their schools;~~ effectiveness of the profession through research and continuing professional development.
- ~~Supports and practices the management team concept.~~
- Honors all contracts until fulfillment, release or dissolution mutually agreed upon by all parties.
- Accepts responsibility and accountability for one's own actions and behaviors.
- Commits to serving others above self.

Legal Reference: Iowa Code § 279.8
282 I.A.C. 13.

Cross Reference: 404 Employee Conduct and Appearance

Approved 6/12/95

Reviewed 3/11/19

Revised 6/12/95

306 SUCCESSION OF AUTHORITY TO THE SUPERINTENDENT

In the absence of the superintendent, it shall be the responsibility of the other administrators to assume the superintendent's duties. The succession of authority to the superintendent shall be in this order: Building Administrators for general operations, Board Secretary/Business Manager for the business affairs.

If the absence of the superintendent is temporary, the successor shall will assume only those duties and responsibilities of the superintendent that require immediate action. If the board determines the absence of the superintendent will be for a lengthy period one, the board shall will appoint an acting superintendent to assume the responsibilities of the superintendent. The successor shall will assume the duties when the successor learns of the superintendent's absence or when assigned by the superintendent or the board.

References to "superintendent" in this policy manual will mean the "superintendent or the superintendent's designee" unless otherwise stated in the board policy.

Legal Reference: Iowa Code § 279.8
281 I.A.C. 12.4(4).

Cross Reference: 302 Superintendent

Approved 6/12/95

Reviewed 3/11/19

Revised 6/12/95