

COVERED TOPICS

WHO TO CONTRACT WITH?

FINDING THE RIGHT PERSON TO CONTRACT WITH

PROCESS FOR NEGOTIATING CONTRACTS

IMPORTANT CONTRACT PROVISIONS

1. Term
2. Superintendent Duties
3. Board/Superintendent Relations
4. Professional Obligations
5. Professional Growth
6. Compensation
7. Vacation & Other Benefits
8. Expenses
9. Automobile Reimbursements
10. Professional Liability
11. Medical Examination
12. Evaluation
13. Extension
14. Termination
15. Declaration by Governor
16. Pre-Employment Services



WHAT IS THE SUPERINTENDENT CONTRACT?

The superintendent contract widely used in South Carolina and throughout the United States since the 1980's is based upon a model instrument developed by a joint committee of NSBA and the AASA. The contract provides a blueprint for positive board/superintendent relations, including the specification of roles for both parties, including dealing with personnel matters, policy matters, an orderly means for establishing district goals and objectives, and, most importantly, a comprehensive annual superintendent performance evaluation. In addition to a review of the contract document itself, including its key provisions, the session will include discussion of vitally important South Carolina state and federal court cases which establish important parameters in which both parties (school board and superintendent) must operate. The presenter has prepared more than 100 superintendent contracts over a forty-year career representing South Carolina school boards and participated in court proceedings in which critical provisions of the contract have been interpreted.

Superintendent Contracts Constructive Guideposts

SCSBA 2019 ANNUAL CONVENTION

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