



Book	Policy Manual
Section	1000 Administration
Title	EMPLOYMENT OF THE SUPERINTENDENT
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1020 - EMPLOYMENT OF THE SUPERINTENDENT

(1) year of the superintendent's annual salary for termination, buyout, or any other type of contract settlement. The contract may, however, include a provision which entitles the superintendent to be paid for earned leave and benefits that were accrued during employment in the District.

Any salary adjustments or supplements that would constitute bonuses must be based upon work performance. The determination of such bonus must include a process that describes performance standards and an evaluation process consistent with Policy 1220.

The contract shall also include:

- A. the term for which employment is contracted, including beginning and ending dates;
- B. the benefits to which s/he is entitled;
- C. such other matters as may be necessary to a full and complete understanding of the employment contract.

If the contract includes severance pay as a benefit, such severance pay may not exceed an amount greater than twenty (20) weeks of compensation. Severance pay means the actual or constructive compensation, including salary, benefits, or prerequisites for employment services yet to be rendered which is provided to the superintendent who has recently been or is about to be terminated. The term does not include compensation earned and accrued for sick, annual, compensatory or administrative leave, or any subsidy for the cost of a group insurance plan available to the superintendent upon normal or disability retirement. If the superintendent has been terminated for misconduct, severance pay is prohibited by law.

The superintendent so appointed shall devote himself/herself exclusively to the duties of his/her office and maintain his/her principal residence within the District, unless otherwise approved by the Board.

Any candidate's intentional misstatement of fact material to his/her qualification for employment or the determination of his/her salary shall be considered by this Board to constitute grounds for his/her dismissal.

The person selected for the position of superintendent shall be required to undergo a physical examination reasonably related to the duties s/he will be required to perform, the cost of which shall be borne by the candidate.

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