

EMPLOYMENT OF SUPERINTENDENT

Notwithstanding the provisions of La. Rev. Stat. Ann. §42:3, the Terrebonne Parish School Board shall elect a Superintendent, having such qualifications as may be fixed by the Louisiana Board of Elementary and Secondary Education (BESE), for a period not to exceed four (4) years, which period, however, may extend no longer than two (2) years after the expiration of the term of office of the membership of the Board electing the Superintendent. The election of the Superintendent shall require a favorable vote of a *majority of the entire membership of the School Board*.

A Superintendent shall not be required to be a qualified elector or a resident of the political subdivision comprising the school system in which he/she is to serve as Superintendent. He/she shall be required to devote his/her entire time to the office of Superintendent.

The Superintendent shall be employed by the Terrebonne Parish School Board pursuant to a written contract. Such contract shall contain, but need not be limited to, specific performance objectives/performance targets as required by La. Rev. Stat. Ann. §17:54. In case of a discrepancy between the contract and any policy, the contract provisions shall prevail.

The School Board shall submit a copy of its current employment contract with the Superintendent to the State Superintendent of Education.

The Superintendent may choose not to enter into a subsequent contract and may either terminate his/her employment or, if he/she has acquired permanent status as a teacher, resume employment as a teacher.

If the Superintendent is found incompetent, unworthy, or inefficient or is found to have failed to fulfill the terms and performance objectives of his/her contract or to comply with School Board policy, then the Superintendent shall be removed from office prior to the expiration of his/her contract by the concurring vote of at least *two-thirds (2/3) of the membership of the entire School Board* at any regular or special meeting after due notice. Before the Superintendent can be removed during the contract period, he/she shall have the right to written charges and a fair hearing before the Board after written notice.

The Board shall negotiate and offer the Superintendent a new contract at the expiration of each existing contract unless a *majority of the Board membership* votes at least ninety (90) days prior to the termination of the existing contract against offering a new contract. For new or extended contracts entered into after July 1, 2012, the School Board shall notify the Superintendent of termination of his/her contract not less than thirty (30) days prior to contract termination.

The School Board shall notify the State Superintendent of Education any time it terminates or fails to renew its employment contract with the Superintendent, along with the reasons therefore.

Prior to filling a vacancy in the position of permanent Superintendent the School Board shall advertise the vacancy and solicit applications for the position. At a minimum, the School Board shall publish a notice of the vacancy together with a request for the submission of applications to fill the position in accordance with all of the following:

1. On two (2) separate days at least one week apart in the official journal of the School Board.
2. Once in a daily newspaper published in the metropolitan area in the state having a population in excess of one hundred thousand persons that is nearest to the School Board office, if such newspaper is not the official journal of the School Board.

All publication requirements provided in this subsection shall be completed at least thirty (30) days prior to action by the School Board to fill the position.

Revised: August, 1998

Revised: March, 2000

Revised: August, 2005

Revised: November, 2006

Revised: January, 2009

Revised: February, 2011

Revised: August, 2012

Ref: La. Rev. Stat. Ann. §§17:54, 17:81, 23:291, 44:12.1, 44:31, 44:31.1, 44:32, 44:33, 44:34; Board minutes, 9-9-77, 2-14-78, 2-10-81, 7-10-90, 5-21-91, 4-1-92, 1-4-00, 1-20-09, 2-15-11, 08-21-12.