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## CLOVIS UNIFIED SCHOOL DISTRICT

### ADMINISTRATION

#### RECRUITMENT AND SELECTION OF SUPERINTENDENT

**PURPOSE:** To specify procedures to recruit and employ the Superintendent.

The Board considers the selection and appointment of a superintendent who can effectively translate into action the policies of the Board and the aspirations of the community for its schools, foremost among its responsibilities. Whenever a vacancy in the office of the Superintendent occurs, the Board will conduct an active search to locate the most promising candidates.

The Board may seek the advice and counsel of interested individuals or of an advisory committee, or it may hire consultant(s) to assist in the recruitment and selection of the Superintendent. However, final selection will rest with the Board after a thorough consideration of qualified applicants.

The Board shall interview preliminary and final candidates in closed session and determine the best match for the District. (Government Code 54957)

The selected candidate shall hold both a valid school administration certificate and a valid teacher's certificate. However, the Board may waive any credential requirement but shall not employ a person whose credential has been revoked by the California Commission on Teacher Credentialing pursuant to Education Code 44421-44427. (Education Code 35028, 35029, 35029.1)

The Board shall deliberate in closed session to affirm the selection of the candidate and shall report the selection in open session. (Government Code 54957)

A vote of the majority of the Board membership present at a Board meeting, for which due notice was given of the intended action, will be required for the employment of the Superintendent.

As necessary, the Board may appoint an interim Superintendent to manage the District during the recruitment and selection process for a permanent Superintendent.

#### Catastrophic Vacancy in The Superintendent's Position

If for any reason the Superintendent is unable to carry out the responsibilities of the office of the Superintendent, the Deputy Superintendent will assume the responsibilities of the Superintendent until such time as the Board takes action to appoint an interim Superintendent or permanent Superintendent.

Adopted: 02/14/1990

Reviewed: 06/18/2007

Amended: 11/06/1991, 11/15/2000, 02/11/2004, 10/14/2009, 08/08/2012, 09/23/2020 (BP 1105  
renumbered as BP 2120)

## CLOVIS UNIFIED SCHOOL DISTRICT

### EDUCATION CODE

220 Prohibition of discrimination  
35026 Employment of superintendent by board  
35028 Certification  
35029-35029.1 Waiver of credential requirement  
35031 Term of employment  
44420-44440 Revocation and suspension of certification documents

### GOVERNMENT CODE

11135 Unlawful discrimination  
12900-12996 California Fair Employment and Housing Act  
53260-53264 Employment contracts  
54954 Time and place of regular meetings  
54957 Closed session personnel matters  
54957.1 Closed session, public report of action taken

### CODE OF REGULATIONS, TITLE 2

11019 Terms, conditions and privileges of employment

### UNITED STATES CODE, TITLE 29

794 Section 504 of the Vocational Education Rehabilitation Act of 1973

### UNITED STATES CODE, TITLE 42

2000d-2000d-7 Title VI, Civil Rights Act of 1964  
2000e-2000e-17 Title VII, Civil Rights Act of 1964 as amended  
2000h-2000h-6 Title IX, 1972 Education Act Amendments  
12101-12213 Americans with Disabilities Act

### CODE OF FEDERAL REGULATIONS, TITLE 28

35.101-35.190 Americans with Disabilities Act

### CODE OF FEDERAL REGULATIONS, TITLE 34

100.6 Compliance information  
106.9 Dissemination of nondiscrimination policy

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