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**3100 Superintendent of Schools**  
**3106 EMPLOYMENT OF SUPERINTENDENT**

The Board places the primary responsibility and authority for the administration of the district in the Superintendent. Therefore, selection of a Superintendent is critical to the effective leadership and management of the district.

The process for selection, recruitment and/or retention, and removal and/or termination of a Superintendent shall comply with all requirements as set forth in the School Code, District Policy, and all other applicable laws and regulations.

Pre-Employment Requirements

A candidate shall not be employed until the individual has complied with the mandatory background check requirements for criminal history and child abuse and the District has evaluated the results of that screening process.

Each candidate shall report, on a form requested by the Board, all arrests and convictions as specified on the form. Candidates shall likewise report arrests and/or convictions that occur subsequent to initially submitting the form. Failure to accurately report such arrests and convictions may subject the individual to denial of employment, termination if already hired, and/or criminal prosecution.

Employment Contracts

An individual shall not be employed as Superintendent unless s/he has signed an employment contract expressly stating the terms and conditions of employment.

- Adoption Date - September 13, 1999
- Revision Date - To be inserted following Board approval**
- Review Date -**
- Legal Reference - School Code – 24 P.S. Sec. 108, 111, 508, 1001, 1002, 1003, 1004, 1007, 1008, 1071, 1073, 1073.1, 1075, 1076, 1077, 1078, 1079, 1080, 1081, 1082, 1418  
  
State Board of Education Regulations – 22 PA Code Sec. 8.1 et seq., 49.41, 49.42, 49.171, 49.172

**Page 2   Policy number   Policy title**

1		State Department of Health Regulations – 28 PA Code
2		Sec. 23.43, 23.44, 23.45
3		
4		Local Agency Law – 2 Pa. C.S.A. Sec. 551 et seq.
5		
6		Criminal History Record Information Act – 18 Pa.
7		C.S.A. Sec. 9125
8		
9		Child Protective Services Law – 23 Pa. C.S.A. Sec.
10		6301 et seq.
11		
12		Americans With Disabilities Act – 42 U.S.C. Sec.
13		12101 et seq.
14		
15	Cross-Reference	- District Policies 3101, 3105, 3121
16		
17		
18	XXX/xxx	