

INDEPENDENT SCHOOL DISTRICT 271  
Bloomington, Minnesota

**REQUEST FOR SCHOOL BOARD ACTION**


DATE OF BOARD MEETING: February 27, 2017  
SUBJECT: New Policy 303, Superintendent Selection  
ORIGINATING DEPARTMENT: School Board  
APPROVAL OF ADMINISTRATOR: Les Fujitake  
Superintendent of Schools

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**RESOLUTION FOR BOARD TO ADOPT:**

RESOLVED, that the School Board of Independent School District 271 approves new Policy 303, Superintendent Selection.

**RECOMMENDATION OF SUPERINTENDENT:**

Approve. 

**BACKGROUND:**

The purpose of Policy 303 is to convey to the school community that the authority to select and employ a Superintendent is vested in the School Board.

This new policy follows MSBA model policy. The proposal to adopt this policy had been recommended by Tom Bennett, Chair of the Board Policy Committee, and supported by the other members of the committee, which are Ric Oliva and Jim Sorum.

On February 9, 2017, the School Board Policy Committee reviewed and approved the proposed new Policy 303, Superintendent Selection, bringing it to the full membership of the School Board for final approval.

The District's legal counsel has reviewed the policy.

There is no accompanying regulation for this policy.

Policy Adopted: February 27, 2017  
Contact Person: Superintendent [NEW Policy/MSBA Model Policy]

### **303 SUPERINTENDENT SELECTION**

#### **I. PURPOSE**

To convey to the school community that the authority to select and employ a Superintendent is vested in the School Board.

#### **II. GENERAL STATEMENT OF POLICY**

The School Board shall employ a Superintendent to serve as the chief executive officer of the School Board and to conduct the daily operations of the District.

#### **III. QUALIFICATIONS**

- A. The School Board shall consider applicants who meet or exceed the licensing standards set by the Minnesota Board of School Administrators and qualifications established in the job description for the Superintendent position. State and federal equal employment and nondiscrimination requirements shall be observed throughout the recruitment and selection process.
- B. The School Board will consider professional preparation, experience, skill and demonstrated competence of qualified applicants in making a final decision.

#### **IV. SELECTION**

- A. A process for recruitment, screening, and interviewing of candidates shall be developed by the School Board.
- B. The School Board may contract for assistance in the search for a Superintendent.
- C. The School Board shall provide the contract for the Superintendent and specifically identify all conditions of employment mutually agreed upon with the Superintendent. In so doing, the School Board shall observe all requirements of state and federal law and School Board policy.