

## Recruitment of Superintendent

The appointment of a Superintendent is a function of the Board. The Board shall conduct an active search to find the person it believes can most effectively translate into action the policies of the Board and the aspirations of the community and the professional staff.

The Board may seek the advice and counsel of interested individuals or of an advisory committee, or it may employ a consultant to assist in the selection. However, final selection shall rest with the Board after a thorough consideration of qualified applicants.

A vote of the majority of Board members present at a Board meeting for which due notice has been given of the intended action shall be required for the appointment of the Superintendent.

### Search Process

When the Board conducts a search for the position, the writing or revising of the job description, requirements for applicants, selection procedures and applicable deadlines shall be adopted at a public meeting.

Records submitted to the district by an applicant for an executive position shall remain confidential until the applicant becomes a finalist for the position if so requested in writing by the applicant when submitting the records.

A list of all finalists being considered for the position shall be made public at least 14 days prior to the first interview conducted for the position.

An applicant shall become a finalist when he is chosen for an interview or when he still is being considered for the position 21 days prior to the Board's selection of a person to fill the position, whichever comes first. However if there are six or fewer applicants competing for the position, all shall be considered finalists.

Adopted: 12/20/96

Revised: 3/12/98

LEGAL REFS: C.R.S. 22-32-110 (I)(&)

C.R.S. 22-44-115 (4)

C.R.S. 24-6-402 (3.5)

C.R.S. 24-72-202 (1.3)

C.R.S. 24-72-204 (3)(a)