

The appointment of the Superintendent will be secured through an explicit contractual agreement which shall state the term of the contract, compensation and other benefits, including vacation period, and other conditions of employment. The contract will meet all state requirements and will protect the rights of both the Board and the Superintendent.

The salary of the Superintendent, additional benefits, including group life and health insurance, participation in tax-sheltered annuity programs, retirement programs, as well as vacation entitlement, and other leave will be determined at the time of his or her appointment (or reappointment) and will be part of the Superintendent written contract.

ADOPTED: August 2018

Policy References:

State Reference	Description
ARSD 24:15:06:34	<u>Superintendent endorsement</u>
SDCL 13-10-3	<u>Group life and health insurance</u>
SDCL 13-10-4	<u>Retirement pension agreement with employees</u>
SDCL 13-10-9	<u>Liability insurance for protection of employees</u>
SDCL 3-10	<u>Voluntary salary deductions</u>
SDCL 3-11	<u>Social security coverage</u>
SDCL 3-12	<u>SD retirement system</u>