

UTAH STATE BOARD OF EDUCATION POLICY
Policy Number: Board – 3001
Policy Name: Appointment, Evaluation and Termination of Deputy, Associate and Assistant Superintendents
Date Approved: November 4, 2021

By this policy, the Utah State Board of Education (the Board) establishes the following internal rules and procedures regarding the appointment of Deputy, Associate and Assistant Superintendents.

1. Definitions

2. For purposes of this policy, the following definitions apply:

- a. “Consent of the Board” means an affirmative vote of at least eight Board members in an open meeting.
- b. “Interim Superintendent” means the Deputy Superintendent designated to act for the Superintendent when the Superintendent is unexpectedly out of the office and unavailable.

3. Appointments

- a. Appointments of Deputy Superintendents: Except as provided in Subsection (2)(b), each Deputy Superintendent shall be appointed by the Superintendent, subject to the advice and consent of the Board.
- b. Appointment of the Deputy Superintendent of Operations: The Deputy Superintendent of Operations shall be appointed by the Board, subject to the advice and consent of the Superintendent.

4. Evaluations

- a. Evaluations of Deputy Superintendents: Except as provided in Subsection (3)(b), each Deputy Superintendent shall report to and be evaluated by the Superintendent.
- b. Evaluation of the Deputy Superintendent of Operations: The Deputy Superintendent of Operations shall report to and be evaluated by the Board.

5. Employment Status

- a. Employment Status of Deputy Superintendents: Notwithstanding any other provision of this policy, each Deputy Superintendent shall serve at the pleasure of the Superintendent and/or the Board and shall have no expectation of employment for any particular term.
- b. Termination of Deputy Superintendents: Except as provided in Subsection (4)(c), a Deputy Superintendent may be removed from office by the Superintendent, subject to the prior consent of the Board.
- c. Termination of Deputy Superintendent of Operations: The Deputy Superintendent of Operations may be removed from office by the Board.

6. Line of Authority

- a. If the Superintendent plans to be out of the office, the Superintendent shall designate a member of the Superintendency to be in charge while the Superintendent is out of the office.
- b. If the Superintendent is unexpectedly out of the office or unavailable, the Deputy of Student Achievement shall act as the Superintendent until the Superintendent is available.

7. Interim Appointments

- a. If the Deputy Superintendent of Student Achievement or Deputy Superintendent of Policy resigns or is otherwise removed from office, the Superintendent shall appoint an interim Deputy Superintendent until the Superintendent with the Board's advice and consent appoints a new Deputy Superintendent.
- b. If the Deputy Superintendent of Operations resigns or is otherwise removed from office, the Superintendent shall appoint an interim Deputy Superintendent of Operations until the Board appoints a new Deputy Superintendent of Operations as required by this policy.