

UTAH STATE BOARD OF EDUCATION POLICY
Policy Number: Board – 3001
Policy Name: <i>Appointment, Evaluation and Termination of Deputy, Associate and Assistant Superintendents</i>
Date Approved: December 9, 2016

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) Appointment of Deputy, Associate and Assistant Superintendents: Except as provided in Subsection (2), each deputy, associate and assistant superintendent shall be appointed by the Superintendent, subject to the advice and consent of the Board.
- (2) 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.
- (3) Evaluation of Deputy, Associate and Assistant Superintendents: Except as provided in Subsection (4), each deputy, associate and assistant superintendent shall report to and be evaluated by the Superintendent.
- (4) Evaluation of the Deputy Superintendent of Operations: The Deputy Superintendent of Operations shall report to and be evaluated by the Board.
- (5) Employment Status of Deputy, Associate and Assistant Superintendents:
Notwithstanding any other provision of this policy, each deputy, associate and assistant superintendent shall serve at the pleasure of the Superintendent and the Board, and shall have no expectation of employment for any particular term of employment.
- (6) Termination of Deputy, Associate and Assistant Superintendents: Except as provided in Subsection (7), a deputy, associate or assistant superintendent may be removed from office by the Superintendent, subject to the prior consent of the Board.

- (7) Termination of Deputy Superintendent of Operations: The Deputy Superintendent of Operations may be removed from office by the Board.
- (8) 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.
- (9) The Superintendent shall send an email to USBE employees informing them of who the Superintendent designated as described in Subsection (8).
- (10) 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.
- (11) If the Deputy Superintendent of Student Achievement or Deputy Superintendent of Policy and Communication resigns, the Superintendent shall appoint an interim Deputy Superintendent until the Superintendent makes a recommendation to the Board for a permanent Deputy Superintendent for the Board's advice and consent.
- (12) If the Deputy Superintendent of Operations resigns, the Superintendent shall appoint an interim Deputy Superintendent of Operations until the Board appoints a new Deputy Superintendent of Operations.