

# Kingsport City Schools

Monitoring: <b>Review: Annually, in February</b>	Descriptor Term: <b>Employment of Personnel</b>	Descriptor Code: <b>5.100</b>	Issued Date: <b>02/03/11</b>
		Rescinds:	Issued:

1 The Superintendent of Schools shall be appointed by the Kingsport Board of Education in accordance  
2 with a plan established by the particular Board in authority at the time the position is to be filled.

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4 The Superintendent of Schools shall employ all other personnel. The Superintendent shall ensure  
5 that all personnel who are recommended for employment meet qualifications established by law, by  
6 appropriate accrediting agencies, by administrative plan and/or the Board for the position to which  
7 assignments are to be made.

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9 The Superintendent is expected to consider applicants whose educational, geographic and experiential  
10 backgrounds shall contribute to desirable diversity in the total staff make-up of the Kingsport City  
11 Schools.

12 The Superintendent of Schools shall maintain an employee handbook with procedures,  
13 guidelines and other information for employees, including references to Board of Education policies.  
14 The employee handbook is intended as a guide for personnel policies and should not be construed as  
15 an employee contract. The Board of Education and the administration of Kingsport City Schools  
16 expressly reserve the right to unilaterally make additions, deletions, or substitutions to this employee  
17 handbook. It is the employee's responsibility to read the employee handbook and Board of  
18 Education policies and to understand that all employees are held to the terms and conditions outlined  
19 in each. A printed copy of the most current employee handbook is available upon request. The  
20 most authoritative and updated copy of the handbook is the one that appears on the System's  
21 website.  
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37 Legal Reference:  
38 TCA 49-2-301  
39 TCA 49-5-108

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37 Cross Reference:  
38 Superintendent of Schools 5.800

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