

**Policy DSTR-041: Appointed Interim Superintendent Process** 

**Status:** DRAFT

**Original Adopted Date:** Pending | **Last Reviewed Date:** 08/03/2023

**NORTH CAROLINA STATE BOARD OF EDUCATION**  
**Policy Manual**

Item	Description
<b>Policy Title</b>	Appointed Interim Superintendent Process
<b>Policy Category</b>	District and School Transformation (DSTR)
<b>Policy ID</b>	DSTR-041
<b>Policy Date</b>	10/05/2023
<b>Previous Policy Dates</b>	
<b>Statutory Reference</b>	G.S. 115C-105.39(c)

G.S. 115C-105-39(c) permits the State Board of Education (SBE) to appoint an interim superintendent in a local school administrative unit (or “district”) when:

- More than half the schools in that district are designated as low-performing under G.S. 115C-105.37; or based on G.S. 115C-105.39.
- The assistance team assigned to a school located in that district due to being identified as low-performing under G.S. 115C-105.37 recommends the superintendent has failed to cooperate with the assistance team or has otherwise hindered that school's ability to improve.

When determining whether to appoint an interim superintendent in a local school administrative unit (hereinafter “district”) as permitted by G.S. 115C-105-39(c), the State Board of Education will consider the following:

1. The length of time the district or schools have been continually low-performing;
2. The turnover rate of local superintendents in the district;
3. Any documented financial concerns within the district;
4. The extent to which the local superintendent or other district staff have demonstrated willingness to work with the assistance team;
5. The district's non-compliance with federal or state legal requirements; and
6. Whether the relationship between the superintendent and the local board of education is hindering the district's ability to improve student performance.

Based on consideration of these factors, the State Board will determine whether the appointment of an interim superintendent is necessary or appropriate to improve student performance in the district.

The SBE shall appoint the interim superintendent under a contract of employment and the interim superintendent shall be an employee of the State Department of Public Instruction.

The SBE may retain or recover any state funds that DPI has allocated to the district that the district could have used to pay its superintendent's salary and benefits and use those funds to pay the salary and benefits due under the interim superintendent's contract.

The SBE appointed interim superintendent will report regularly and provide data to the State Board on matters such as student and staff attendance, staff turnover rates, compliance with legal mandates, effective governance, the local district's progress toward higher achievement.

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### Supporting Documents

 [GS\\_115C-105.39 Appointment of Interim Superintendent](#)

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