§ 4307. Superintendent, personnel of the faculty, and salaries. 1. There shall continue to be a superintendent of such school, who shall be the chief executive officer of the school, under the jurisdiction and control of the education department. He shall be appointed by the board of regents, upon the recommendation of the board of visitors submitted to and approved by the commissioner of education. A superintendent may be removed by the board of regents, subject to the approval of the board of visitors and the commissioner of education. Subject to the rules of the board of regents, such superintendent shall have the supervision and management of the school, appoint and remove all subordinate officers, teachers and employees thereof, prescribe their duties, fix their compensation, except as provided for hereinafter, within the amount of the appropriations made therefor and have and perform all the powers and duties prescribed by law for the superintendent of such school.

2. The commissioner of education shall have power, in conformity with regulations approved by the regents, to appoint all other needed officers and employees and determine their duties. The commissioner shall by regulations approved as aforesaid, establish for positions in the unclassified service in such department as certified by him pursuant to section thirty-five of the civil service law, suitable personnel procedures and conditions of employment including:

a. A classification plan which shall include titles, duties and minimum qualifications.

b. A salary plan which shall include minimum and maximum salaries and increments and procedures for adjustment of salaries on appointment, promotion and reassignment.

c. Regulations for appointments, promotions, probation, permanent tenure, disciplinary action and attendance.

d. Such other rules and regulations as may be necessary for carrying out the provisions of this section.

The regulations establishing such salary plan shall be subject to the

approval of the director of the budget.

3. With the approval of the commissioner of education and the superintendent an instructor may be granted a leave of absence for travel or for study, on part pay as determined by the regents, provided such instructor agrees to remain in the service of the state not less than two years immediately following the expiration of such leave. The balance of the salaries appropriated for such instructors, or so much thereof as may be necessary, may be applied by the commissioner of education during the period of such absence for the payment of the salaries of substitute instructors employed in such school to take the places of the instructors to whom leaves of absence have been granted as provided herein.

4. The commissioner of education shall, subject to the approval of the director of the budget, determine the amount to be deducted from the salaries provided above for the maintenance of personnel at the school.