



Code: **CBC**  
Adopted: 4/24/91  
Revised/Readopted: 11/12/97; 11/14/07; 10/23/13  
Orig. Code(s): CBC

## Superintendent's Contract

The superintendent, upon appointment by the Board, will receive a written contract, which will state the terms of appointment, compensation, benefits and other conditions. Contracts shall not be issued for more than three years at a time. The contract shall automatically expire at the end of its term. The Board may, however, elect to issue a subsequent contract for not more than an additional three years at any time.

The compensation and benefits for the position of superintendent will be fixed by the Board, based upon the responsibilities required of the superintendent in performing his/her duties. The amount of compensation and types of benefits will be set forth in the superintendent's employment contract. The Board may not enter into an employment contract that contains provisions that expressly obligates the district or school to compensate the superintendent for work that is not performed.

Provisions for termination of the superintendent's employment, either by the Board or the superintendent, will be set forth in the superintendent's employment contract.

The district may provide health benefits for a superintendent that is no longer employed by the district until the superintendent:

1. Reaches 65 years of age; or
2. Finds new employment that provides health benefits.

For a period of one year after termination of the contract the superintendent may not:

1. Purchase property or surplus property owned by the district or school; or
2. Use property owned by the district or school in a manner other than the manner permitted for the general public.

The contract will meet any requirements of state law and will be mutually acceptable to the Board and superintendent.

END OF POLICY

---

### Legal Reference(s):

[ORS 332.432](#)  
[ORS 332.505](#)  
[ORS 332.507](#)

[ORS 332.525](#)  
[ORS 342.549](#)

[ORS 342.815\(1\),\(3\),\(6\),\(8\)](#)  
[ORS 342.835](#)

Ambrose v. Bd. of Educ., 51 Or. App. 621 (1981).  
Babbitt v. Mari-Linn Sch. Dist., 94 Or. App. 161 (1988).