

**Clackamas Education  
Service District**

Code: **CBC**  
Adopted: 5/16/95  
Readopted: 05/20/09  
Orig. Code(s): 2040

**Superintendent's Contract**

The superintendent, upon appointment by the Board, will receive a two year written contract, renewable annually, which will state the terms of employment such as compensation, benefits, and other conditions.

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 Board may not enter into an employment contract that contains provisions that expressly obligates CESD 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 also be set forth in the superintendent's employment contract.

CESD may provide health benefits for the superintendent that is no longer employed by CESD 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 CESD; or
2. Use property owned by CESD in a manner other than the manner permitted for the general public.

END OF POLICY

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**Legal Reference(s):**

[ORS 334.125\(5\)](#)  
[ORS 334.225](#)

[ORS 342.603](#)  
[ORS 342.815\(1\),\(3\)](#)

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