

Gresham-Barlow SD 10

Code: **CBB**
Adopted: 6/03/99
Readopted: 5/02/02; 11/07/13; 12/07/17

Recruitment and Appointment of the Superintendent

The Board considers foremost among its responsibilities the selection and appointment of a superintendent who can effectively translate into action the Board's policies and the community's aspirations for its schools.

To provide the most capable leadership available for the district, the Board may engage in a nationwide search for applicants for the position of superintendent whenever a vacancy in that position occurs.

The Board shall develop and adopt the standards (e.g., candidate qualities and work experience), criteria (e.g., application, screening and hiring process) and policy directives (e.g., promote from within, state and/or national search) to be used in hiring the superintendent or interim superintendent at a meeting open to the public and at which the public has had an opportunity to comment.

The Board may seek the advice and counsel of interested individuals, or of an advisory committee, or it may hire consultants to assist in screening candidates and to encourage the filing of applications by professional educators who meet the qualifications. Final selection, however, will rest with the Board after a thorough consideration of qualified applicants.

The Board will hire the superintendent by a majority vote of the Board members at a meeting for which notice has been given of the intended action.

At the time of superintendent appointment, the superintendent will be issued an initial contract with the length of the contract, salary, and benefits as mutually negotiated and determined by the superintendent and the Board. The Board will thereafter fix the superintendent salary and benefits annually prior to May 1.

END OF POLICY

Legal Reference(s):

[ORS 192.660\(7\)\(d\)](#)
[ORS 332.505](#)

Cross Reference(s):

CBC - Superintendent's Contract