

**Harney County
School District 3**

Code: **CBB**
Adopted: 11/09/04
Orig. Code(s): CBB

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.

The Board shall develop and adopt the standards (candidate qualities and work experience), criteria (application, screening and hiring process) and policy directives (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.

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 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 appoint 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 his/her appointment, the superintendent will be issued an initial contract, with the length of the contract, salary and benefits as mutually negotiated and determined. The Board will thereafter fix the superintendent's salary and benefits annually, prior to the beginning of the new fiscal year.

END OF POLICY

Legal Reference(s):

[ORS 192.660\(7\)\(d\)](#)
[ORS 332.505](#)
[ORS 342.513](#)
[ORS 342.835](#)

Cross Reference(s):

BCH - Consultants to the Board
CBC - Superintendent's Contract