

Multnomah Education Service District

Code: **CBB**
Adopted: 9/20/94
Revised/Readopted: 6/21/05; 9/20/05; 10/19/10;
8/01/13

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, mission, goals and component district needs.

To provide the most capable leadership available for MESD, the Board may engage in a nationwide search for applicants for the position of Superintendent or may promote from within MESD whenever a vacancy in that position occurs.

The Board will adopt standards on the selection of a Superintendent. The Board will solicit the comments of interested persons on such standards.

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 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 334.225](#)

[OAR 581-024-0208](#)
[OAR 581-024-0245](#)

[OAR 581-046-0019](#)
[OAR 581-046-0024](#)

MESD Policy Cross Reference(s):

AA - MESD Purpose and Goals
AB - Mission, Vision, Values
AD - Educational Philosophy
CB - Superintendent
CBA - Qualification and Duties of the Superintendent
CC - Administrative Organization
GBA - Equal Employment Opportunity
IA/IAA - Instructional Goals