

# North Santiam School District

Code: **CBB**  
Adopted: 7/01/96  
Readopted: 8/11/98

## **Recruitment and Appointment of the Superintendent/Superintendent's Contract**

The Board considers foremost among its responsibilities the selection and appointment of a Superintendent who can effectively translate into action the policies of the Board and the educational aspirations of the community.

In order to provide the most capable leadership available for the district, the Board of directors will engage in the type of search for applicants for the position of Superintendent as it deems appropriate whenever a vacancy in that position occurs.

The Board may seek the advice and counsel of interested individuals, 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, to include interviews and possible site visits for specified finalists.

The Board will appoint the Superintendent by a majority vote of the Board at a meeting for which notice has been given of that intended action.

The Superintendent, upon appointment by the Board, will receive a written contract, which will state the terms of appointment, compensation, benefits and other conditions of appointment, and will include the requirements for renewal or termination of the contract. The Board will, thereafter, fix the Superintendent's salary annually, prior to the beginning of each fiscal year.

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

END OF POLICY

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### **Legal Reference(s):**

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