

**Port Orford-Langlois
School District 2CJ**

Code: **CBB/CBC**
Adopted: 9/1/87
Revised/Readopted: 6/8/04
Orig. Code(s): CBB

Recruitment, Appointment and Compensation 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 aspirations of the community for its schools.

In order 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 (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.

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.

The superintendent, upon appointment by the Board, will receive a written contract which will state the terms of appointment, compensation, benefits, vacation and other conditions of appointment, and will include requirements for renewal or termination of the contract. The Board will thereafter fix the superintendent's salary annually, prior to the beginning of the new fiscal year. Contracts shall not be issued for more than three years at a time. The contract shall automatically expire at the end of its term. The Board may, however, elect to issue a subsequent contract for not more than an additional three years at any time.

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

END OF POLICY

Legal Reference(s):

[ORS 192.660 \(1\)\(a\)\(D\)](#)
[ORS 332.505](#)
[ORS 332.432](#)

[ORS 332.505](#)
[ORS 332.507](#)

[ORS 332.525](#)
[ORS 342.513](#)
[ORS 342.815 \(1\),\(3\),\(6\),\(8\)](#)

[ORS 342.835](#)

Ambrose v. Board of Education, 51 Or. App. 621 (1981).

Babbitt v. Mari-Linn School District, Case No. FDA 86-2 (FDAB 1986); aff'd, 94 Or. App. 161 (1988).