

**Winston-Dillard  
School District 116**

Code: **CBB/CBC**  
Adopted: 7/10/02  
Readopted: 3/16/11  
Orig. Code(s): CBB/CBC

**Recruitment, Appointment, and Contract of the Superintendent**

The Board considers foremost among its responsibilities the selection and appointment of a superintendent who can effectively translate into action the policies of the oBard 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, shall rest with the Board after a thorough consideration of qualified applicants.

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

The superintendent, upon appointment by the Board, shall receive a written contract which shall state the terms of appointment, compensation, benefits and other conditions of appointment. Contracts shall not be offered 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 shall meet any requirements of state law and shall be mutually acceptable to the Board and superintendent.

Provisions for termination of the superintendent's employment, either by the Board or the superintendent, shall also be set forth in the superintendent's employment contract.

END OF POLICY

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**Legal Reference(s):**

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

[ORS 342.513](#)  
[ORS 342.835](#)