

# Three Rivers School District

Code: CBC  
Adopted: 12/12/05  
Readopted: 5/19/08  
Orig. Code: CBC

**DELETE & ADOPT NEW VERSION**

## Superintendent’s Contract

~~Compensation and benefits for the position of superintendent will be fixed by the Board, based upon the responsibilities required of the superintendent in the performance of his/her duties.~~

~~The superintendent, upon appointment by the Board, will receive a written contract which will state the terms of employment such as length of appointment, compensation, benefits and other conditions.~~

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

~~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 332.432](#)  
[ORS 332.505](#)~~      ~~[ORS 332.507](#)  
[ORS 332.525](#)  
[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).~~

**RECOMMENDED VERSION TO ADOPT**

Code: CBC  
Adopted:

## Superintendent’s Contract

The superintendent, upon appointment by the Board, will receive a written contract which will state the terms of employment such as compensation, benefits and other conditions. The Board may not issue a contract that includes terms which direct the superintendent<sup>1</sup> to take any action that conflicts with a local,

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<sup>1</sup> The term “superintendent” includes an interim superintendent.

state or federal law<sup>2</sup> that applies to the district<sup>3</sup>, or which allows the Board to take an adverse employment action against the superintendent for complying with such laws. Contracts shall not be issued for more than three years in duration. The contract shall automatically expire at the end of its term. The Board may elect to issue a subsequent contract at any time for up to three years.

The compensation and benefits for the position of superintendent will be fixed by the Board and based upon the responsibilities required of the superintendent in performing their duties. The Board may not enter into an employment contract that contains provisions that expressly obligate the district to compensate the superintendent for work that is not performed.

Provisions for termination of the superintendent’s employment, either by the Board or the superintendent, will also be set forth in the superintendent’s employment contract. The employment contract, if it includes a mutually agreed to termination-without-cause provision by the Board, will include a 12-month notice of termination for such provision.

For a period of one year after termination of the contract, the superintendent may not:

1. Purchase property or surplus property owned by the district or public charter school; or
2. Use property owned by the district or public charter school in a manner other than the manner permitted for the general public.

**END OF POLICY**

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**Legal Reference(s):**

[ORS 332.432](#)  
[ORS 332.505](#)  
[ORS 342.549](#)

[ORS 342.815](#)

[OAR 584-005-0005\(51\)](#)

Senate Bill 1521 (2022)

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<sup>2</sup> “Local, state or federal law” means a local, state or federal directive having the force of law, including an ordinance, a city or county resolution, a statute, a court decision, an administrative rule or regulation, an order issued in compliance with ORS Chapter 183, an executive order or any other directive, declaration or statement that is issued in compliance with the law as having the force of law and that is issued by a local government as defined in ORS 174.116, the state government as defined in ORS 174.111 or the federal government.

<sup>3</sup> Also includes taking any action that conflicts with law that applies to education services districts.