



Executive Search Services

NOTICE OF VACANCY OPPORTUNITY

Invites applications for the position of Interim Superintendent



The **Bandon School District Board of Directors** is seeking an organized, collaborative and inspiring leader with a strong teaching and building administration background to serve as interim superintendent beginning Aug. 1, 2026, or as soon as possible following appointment and contract locations. The successful candidate will demonstrate a high level of personal integrity and put students' needs first while committing to transparent and honest communication with staff and the community. The board will consider full- or part-time appointment options for the position, depending on a candidate's qualifications and availability.

Location: Bandon, Oregon | **Enrollment:** 600 students

Salary: \$155,000 to \$165,000 annually, plus benefits

**Position Open: Until filled | Preferred Start Date: Aug. 1, 2026
or as soon as possible**



The Position

The successful candidate must **hold or qualify for an Oregon administrator license.**

OUT-OF-STATE CANDIDATES

To ensure eligibility for an Oregon administrator license, direct inquiries to:
Oregon Teacher Standards and Practices Commission (TSPC),
Phone: 503-378-3586 | Fax: 503-378-4448 | www.tsgc.state.or.us

The successful candidate will also have the following personal and professional qualities:

- Committed to serving all kids by putting students first in all decisions;
- Effective communication and listening skills, keeping the parents, board, and staff informed through clear and consistent empathetic messaging;
- High degree of integrity/honesty with strong core values. Is trustworthy and ethical in dealings with students, staff, board, and community;
- Background in teaching and building administration (instructional leadership)
- Is personable/approachable while keeping an open mind; good sense of humor;
- Ability to build and sustain strong, effective family/community partnerships that impact student success;
- Understands school finance, demonstrates sound fiscal management and strong budgeting skills;
- A well-organized, collaborative and empowering leader who can help identify the district's priorities and move the entire school district/community in that direction;
- Highly visible and meaningfully engaged in our community and

preferably in small rural schools communities;

- Proven ability to make tough decisions when necessary and effectively communicate the reasons (transparency);

The School District



Bandon School District serves approximately 600 students in one high school (9-12), one junior high school (5-8) and one elementary school (K-4). Bandon School District employs a staff of 41 licensed employees, 47 classified employees, 8.5 confidential employees and 4 administrators.

The school district has a general fund budget of about \$12.7 million and has a two-year record of outstanding state school report cards, including a ranking of a "model" school at the middle school. The district offers extracurricular activities, service-learning project called "Go Native," ASPIRE program, leadership class, robotics team, sports for both middle and high school students, and an award-winning speech team.

Bandon School District is committed to academic excellence and the ability to meet the needs of all students.

To learn more about the School District, visit the [Bandon School District website.](#)

The Community

Bandon is a Pacific Coast community of about 3,100 residents at the mouth of the Coquille River approximately 25 miles south of Coos Bay and 75 miles north of the California border. It's called the Cranberry Capital of Oregon and known for its historic lighthouse and golf courses. Bandon's economy revolves around wood products, fishing, tourism and agriculture.

For more information about the area visit

[City of Bandon website](#)

[Bandon Chamber of Commerce website](#)

Search Calendar

July 1, 2026 Close

First review of applications

- **July 2-9**
Candidate screening and reference checks
- **Week of July 6 or 13**
Initial interviews begin
- **Mid-to late July**
Board selection and appointment

August 1, 2026 (or as soon as possible following appointment and contract negotiations)

Begin interim employment

Application Requirements

- Completed application form
- Current resume
- Cover letter of interest
- 3-5 current letters of reference
- Copy of administrator license or proof of eligibility to obtain
- A statement about how you meet the qualities and qualifications set by the Board (in narrative form, no longer than 500 words)

Equal Opportunity Employer

The **Bandon School District** provides equal opportunities in employment and does not discriminate based on race, religion, color, national origin, sex, sexual orientation, age, marital status, veteran status, genetic information, or disability, following state and federal law. Consistent with the Americans with Disability Act (ADA), applicants may request accommodations needed to participate in the application process by contacting Vince Adams at 1-800-578-6722.

How to submit an application

Application packets are submitted at the link below.

All applicants will submit a candidate profile (completed when you create your Revelus account) and a completed application, as well as upload the other application material documents to the application portal.

**For best consideration, apply by
5 p.m. Pacific Time on July 1, 2026.**

Position remains open until filled.

**Click here to submit your Bandon School District Interim
Superintendent Application**



**More information regarding the position and the
application process, contact:**

Reggie Glenn, OSBA board development administrative
analyst

rglenn@osba.org | 971-458-3578 | 800.588.2800



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