



ELMWOOD LOCAL SCHOOLS

7650 JERRY CITY ROAD, BLOOMDALE, OH 44817

Superintendent Search

The Superintendent Search

The Board of Education is seeking qualified applicants for the position of Superintendent. The Board seeks an effective administrator to fill the Superintendent vacancy. It is anticipated the new Superintendent will assume responsibilities on August 1, 2026. The applicant must possess a valid Ohio Superintendent's license. The Superintendent must be a strong leader with integrity and high standards of ethics in all matters.

Qualifications/Responsibilities

The Elmwood Board of Education, with input from the student, staff and community forums, has identified the following qualifications as important to the position of Superintendent. The ideal candidate must be committed to the highest personal and professional standards. The person who holds this position will serve as an exemplary leader in the district and community. The Superintendent must maintain integrity and ethics in all matters. The applicant must possess a current Ohio Superintendent License (or be able to obtain one). The successful candidate will demonstrate the following leadership characteristics:

- **Approachable** and visible leader who is accessible to staff, students, families, and community members.
- Demonstrates **strong communication skills**, both in listening and in conveying ideas with clarity and transparency.
- **Actively involved and present**—a leader who is seen and engaged in the school and our community.
- Builds and maintains **positive, trusting relationships** with staff, students, and community partners.
- Serves as a **leadership builder**, empowering others to lead, grow, and succeed.
- **Passionate and student-centered**, demonstrating genuine care for the success and well-being of all learners.
- **Fair and unbiased** in decision-making, treating all individuals with equity and respect.
- Consistently **enforces policies and rules** with integrity, consistency, and professionalism.
- **Proactive and forward-thinking**, anticipating needs and addressing challenges before they arise.

Compensation and Terms of Employment

The Elmwood Board of Education will offer the successful candidate a competitive compensation package and multi-year 260-day contract. The actual salary and fringe benefits will be commensurate with the education and experience of the candidate.

The Community

Elmwood Local Schools is a rural school district located in Northwest Ohio. The District consists of 113 square miles of land in southern Wood County and a small portion of northern Hancock County. There are six small communities that make up the district. They are: Wayne, Bloomdale, Cygnet, Jerry City, West Millgrove, and Bairdstown. The Elmwood School District is located close to Bowling Green, Fostoria, Findlay, and less than 40 miles from Toledo.

In 2000, voters approved a bond levy for a new Pre-K through 12th Grade complex. This new state of the art building opened in February of 2004. The District enjoys strong community support in the areas of academics, athletics, and extracurricular activities. We also have strong support organizations including Elementary PTO, Music Boosters, Athletic Boosters, and the FFA Alumni Association.

District Profile

School Buildings

Elementary (Pre-K -4) 1

Middle School (5-8) 1

High School (9-12) 1

Total ADM 1170

Number of Employees

Administrators 6

Directors/Supervisors 5

Certified Staff 95

Classified Staff 61

Confidential Staff 8

Elmwood Local School District is an Equal Opportunity Employer.

The Elmwood Local School Board of Education and its staff are dedicated to providing equal education and employment opportunities without regard to military status, sex, race, color, creed, national origin, religion, age, or handicap. The regulations of Title II, VI, VII (Civil Rights Acts of 1964), Equal Pay Act of 1963, Title IX, and Section 504 are followed.

District Financial Information

Total Valuation	\$345,007,390
Mills	
Inside	2.20
Current Expense	30.60
Permanent Improvement (Inside)	2.00

Income Tax (Traditional)

Expires 12/2030	.50%
Expires 12/2031	.75%

Appropriations – FY26

General Fund	\$19.15 M
All Funds	\$22.11 M
Percentage of salaries and benefits of operating revenue	58%
True Cash Days (June 2025)	136

General Fund Revenue

Local	47.5%
State	50%
Other	7.6%
Average Teacher Salary	\$69,795
Master's Degree	80%
Average Years' Experience	17

The District

The Elmwood School District was created from the consolidation of four small school districts in the late 1950's. The District comprises one complex that houses the elementary, middle school, and the high school. In addition, we kept the former high school building next door and turned it into a community center, which houses overflow classes and a fitness area that is used by our community.

The district has a strong tradition of academic excellence along with proud athletic programs. The district is very attentive to the needs of special needs students and has an instructor for the gifted program as well. We also offer preschool classes for students ages 4 and 5. At the other end of the spectrum, in addition to having strong college preparatory and general courses of study, Elmwood is affiliated with the Penta Career Center, which offers 30 career technical programs and Tech Prep courses of study. Both the middle and high schools host Project Lead the Way Classes in engineering. The high school has many opportunities for students to take College Credit Plus and AP courses on campus.

Forty-eight percent of EHS graduates in the Class of 2024 continued their education at colleges and universities, with 58% attaining gainful employment. Elmwood's 2025 Graduates earned \$1,353,350 in scholarships and awards to public and private colleges and universities in Ohio and across the nation.

Application Process

Elmwood Schools Board of Education

	<u>Term Expires</u>
Jeremie Pennington, President	2026
Nate Heiser, Vice President	2028
Brian Arnold	2028
Sarah Simon	2028
George Childress	2030
Pam Frankforter	2030

Tentative Timeline

Announce Vacancy	11/14/2025
Application Materials Due	01/08/2026
Initial Interviews Begin	January 26-29th
Final Interviews	February 10-12th
Action to Employ	Late February
Est. Begin Employment	08.01.2026

These dates are approximate times. Applicants are reminded that application materials are subject to public records.

Qualified individuals are encouraged to apply. Please submit:

- A cover letter emphasizing qualifications and reasons for interest
- A completed Superintendent application
- An up-to-date resume
- List three (3) references from associates or board members who can speak to candidate qualifications and work experience
- A copy of current Ohio Superintendent Certificate /License
- Credentials and Transcripts

Note: Applicants should not make personal contact with any Board of Education members.

All application material and questions can be submitted by email to:

Mark North, Wood County ESC Superintendent
mnorth@wcesc.org or 419-354-9010 ext.130
1867 N. Research Drive, Bowling Green, OH 43402

**Deadline for applications is
1/8/2026**

Our Mission

**Empower all students through
personalized learning experiences while
building hope, trust, and confidence within
the Elmwood Local Schools Community.**