

DISTRICT FINANCIAL INFORMATION

Total valuation \$121,206,000

Millage

Inside	5.30
Outside (assessed)	22.50
Bond (assessed)	3.70
School income tax	1.50%
Muni/school income tax	0
Classroom maintenance (required of facilities project)	.50

Expenditures (FY2018 actual expenditures)

General fund	\$9,554,361
Total — all funds	\$11,945,947

Expenditure per pupil \$8,918

(State Report Card)

Receipts/general funds (FY 2018)

Local taxes	37%
Local other	7%
State	56%

Enrollment (FY 2018) 920

Number of employees

Certificated	60
Non-certificated	40
Administrators	5

Average teacher salary (FY 2018) \$58,105

Bachelor's degree 22%

Master's degree 78%

Average years of experience 14 years

BOARD OF EDUCATION

Greg LeFevre, President	2 years
Mike Grube, Vice president	4 years
Mitch Ervin	4 years
Jose Faller	8 years
Nick Wehrkamp	2 years

TENTATIVE TIMETABLE

Announce vacancy	April 16
Application deadline	May 9
Interviews begin	Week of May 13
Act to employ	June 17
Superintendent on-site	August 1

SALARY AND CONTRACT

The board will provide a competitive compensation package. A multiyear contract with provisions for annual review and evaluation will be offered. The actual salary and fringe benefits will be commensurate with the education and experience of the candidate.



THE APPLICATION PROCESS

Nominations and applications by qualified candidates are encouraged. Please submit:

- A letter emphasizing qualifications and reasons for interest
- A completed application form, which can be obtained on the district website: www.fortrecoveryschools.org under the employment tab.
- An up-to-date résumé
- A copy of current Ohio Superintendent Certificate/License or evidence that one is obtainable
- Credentials and transcripts
- Three references

Note: Applicants should not make personal contact with board of education members.

All application materials should be submitted electronically to:

Lori Koch, Treasurer
kochl@fortrecoveryschools.org

Employment opportunities are offered without regard to age, race, color, religion, ancestry, national origin, citizenship status, gender, handicap, or status as a Vietnam era or special disabled veteran. Qualified applicants who are disabled and require special assistance to respond to this employment announcement should contact Fort Recovery Local Schools. Phone: (419) 375-4139
E-mail: kochl@fortrecoveryschools.org



FORT RECOVERY LOCAL SCHOOL DISTRICT

*is seeking qualified
applicants for the position of
SUPERINTENDENT*



www.fortrecoveryschools.org

*Application deadline
May 9, 2019*

THE SUPERINTENDENT SEARCH

The Fort Recovery Local School District Board of Education is seeking qualified applicants for the position of superintendent. The board seeks an innovative leader in education and administration to fill the vacancy created by current superintendent, Justin Firks, upon accepting the position at Bethel Local Schools superintendent. Mr. Pat Niekamp, retired Fort Recovery Superintendent, is assisting the board in the search.

ABOUT THE COMMUNITY

Fort Recovery is a pretty, little historic village of some 1,300 people, located in West Central Ohio. The village is built on the site of General St. Clair's defeat in 1791 and General "Mad" Anthony Wayne's battle (recovery) in 1794. The fort that was built under Wayne's command was called Fort Recovery and that remains the name of the village.

Fort Recovery is located on State Route 49 just 50 minutes north of I-70 and 45 minutes west of I-75. Dayton, Ohio, Lima, Ohio, and Ft. Wayne, Indiana, are within a one-hour drive of Fort Recovery. Located in Mercer County, Ohio's #1 county for agricultural receipts, we enjoy a rural lifestyle that promotes a good educational experience while providing a safe and secure environment but is progressive in its innovative approach to both education and business.

The village of Fort Recovery continues to be proactive in the pursuit of community and economic development opportunities that fit the community's growth goals and lifestyle. The community focus has been on providing retention and expansion opportunities for the existing industrial/ commercial businesses, while at the same time providing the opportunity for relocation or start-up activities for companies new to the Fort Recovery area. Through these

efforts, Fort Recovery's local economy has been very consistent.

The community takes pride on being able to make projects work, and will assist potential business additions to the community in any way possible. This includes the availability of tax incentives as Fort Recovery is located within a business enterprise zone.

ABOUT THE DISTRICT

The Fort Recovery Local School District is very progressive and has initiated, state-recognized programs including a self-supporting preschool, diverse academic programs, 1 to 1 program at district wide, a competitive band and talented athletic program. Most teachers hold a master's degree. Student attendance approaches 97% daily, and a well-rounded, community-supported academic, vocational and extra-curricular program is provided.

The Fort Recovery Local School District, with the help of parents, students, and the business community, has been going through a continuous improvement plan for many years. Because of these efforts, we have been one of only a handful of schools in the state that have been a High Performing District on state report cards.

We are proud of our continued partnership with local businesses and industries and the Business Advisory Council



Students are housed in two buildings including a renovated high school building and a constructed building shared by PreK-5 and grades 6 through 8, which opened in August 2000.

LEADERSHIP CRITERIA

The Fort Recovery Local School District Board of Education has identified the following qualifications as having particular importance for the position of superintendent. The ideal candidate must be committed to the highest personal and professional standards and exhibit leadership throughout the district. The candidate will demonstrate:

- **INTEGRITY:** high standards of honesty, ethics and personal conduct.
- **COMMUNICATION:** excellent listening, speaking and writing skills as well as an openness to ideas expressed by the board, staff, parents, students and the community.
- **CULTURE:** the ability to create an environment that fosters creativity and innovation in education;

- **VISION:** ability to provide direction and set goals for the district while working with and empowering others to accomplish them;
- **INSPIRATIONAL:** passionate and articulate, with straightforward and strong communication skills;
- **KNOWLEDGEABLE:** a record as a child-centered leader with a comprehensive view of education, a working knowledge of curriculum and instruction, and a commitment to the development of all children;
- **ACCESSIBLE:** experience as an educational team leader who is able to set expectations, supervise and support teaching and administrative talent, and delegate and motivate while maintaining accountability;
- **SENSE OF PURPOSE:** using experience as an educational leader to set expectations, develop and lead administrative talents, and motivate while maintaining accountability;
- **BOARD RELATIONS:** keeps the board fully informed and current on district matters and is able to forge a strong partnership based on mutual trust and respect;
- **FINANCIAL ACUITY:** a strong financial background, with an ability to work in tandem with the district's treasurer;

