

## QUALIFICATIONS

The board is seeking a superintendent with administrative experience, proven leadership capabilities, and a commitment to the district and community.

### CANDIDATES SHALL POSSESS OR DEMONSTRATE THE FOLLOWING:

- Committed to promoting and improving high academic student performance and achievement
- Proactive approach to problem solving
- Understanding of public school finance and demonstrate knowledge of fiscal responsibility with the ability to work with the District Treasurer
- Actively engaged, accessible, and present in District related activities and events and maintain strong community and stakeholder relationships
- Personal integrity, loyalty, leadership, good communication skill and the ability to work well with staff, Treasurer, Board of Education, students, parents and community

### SUCCESSFUL EXPERIENCE AS A SCHOOL SUPERINTENDENT PREFERRED

### APPLICATION MATERIALS REQUIRED:

- Letter emphasizing qualifications, recent achievements, and reason for interest
- Current resume
- Copy of valid Ohio Superintendent License
- Copy of official credentials and transcripts
- Three (3) current letters of reference, one from the educational field.

## TIMETABLE

**Application Deadline:**  
March 13, 2026

**Interviews Begin:**  
March 18, 2026

**Contract Starts:**  
August 1, 2026

## APPLICATION & INQUIRIES

Applications by qualified candidates are encouraged. Application materials and/or further inquiries may be directed to:

**East Central Ohio  
Educational Service Center**  
Attn: Randy Lucas, Superintendent  
834 East High Avenue  
New Philadelphia, Ohio 44663

Email: [randy.lucas@ecoesc.org](mailto:randy.lucas@ecoesc.org)  
Phone: (330) 308-9939



## New Philadelphia City Schools

248 Front Ave SW  
New Philadelphia, Ohio 44663



## Superintendent Search

Application Deadline  
March 13, 2026

## SALARY & CONTRACT

The Board of Education anticipates offering a multi-year contract. The salary and benefits will be competitive based on background and experience.



*The New Philadelphia City School District does not discriminate on the basis of race, color, religion, national origin or citizenship status, creed or ancestry, age, gender, marital status, nondisqualifying disability, height or other protected categories.*

## STUDENTS & STAFF

**Current Student Enrollment PreK-12 ... 2,774**  
**School Buildings (educational) ..... 7**  
**Total Buildings (including educational) ... 10**

### Number of Employees

- Certified ..... 216
- Classified ..... 145
- Administrators ..... 21

## FINANCE

**Total Valuation ..... \$760,001,160**

### MILLS:

**Inside Mills ..... 4.0**  
**Outside Mills - Effective Millage Rates**

- Residential/Agriculture (Class 1) ..... 19.99
- Non Res/Ag - Other (Class 2) ..... 22.16
- Fixed Sum Mills: ..... 7.96
- Permanent Improvement ..... 1

### FY26 Appropriations (Estimated)

- General Fund ..... **\$38,136,330**
- All Funds ..... **\$51,961,338**

### FY25 General Fund Receipts

- Local/Other ..... 56%
- State ..... 44%

**FY25 Expenditure Per Pupil ..... \$9,475**



## Board of Education

**Jennifer Schrock - President**

**Kelly Ricklic - Vice President**

**Amanda Fontana - Board Member**

**Jane Bachman - Board Member**

## MISSION, VISION, & VALUES

**Mission:** New Philadelphia City Schools will provide all students the opportunity to achieve their highest potential to become educated, self-sufficient, and responsible citizens. We are committed to providing every student a diverse, quality education within a safe and secure environment through a dedicated, innovative, and highly qualified staff in partnership with parents and the community at large.

**Vision:** Developing engaged, future-ready students who positively impact their community.

**Values:** Growth, Service, Integrity, Accountability, Teamwork, Quaker Pride