

# Superintendent/CEO Search for Huber Heights City Schools



Assisted by Montgomery County ESC and K-12 Business Consulting, Inc.

**Our Mission: Empowering our students to be academically and socially prepared for their futures through the support of excellent teachers and staff, families and community partners**

## The Community

Huber Heights City School District is located primarily in Montgomery County in western Ohio, within the northeastern Dayton metro area. Only 8 miles from Dayton, the District is situated near the intersection of Interstates 70 and 75.

The city of Huber Heights is the 30<sup>th</sup> largest city in Ohio and has an estimated 38,101 residents in 2015. The District's residents have a median income of \$56,203 and median home value of \$106,334.

## The Superintendent Search

The Huber Heights City Schools Board of Education is seeking qualified applicants for the position of Superintendent due to the retirement of Susan Gunnell. It is expected the new superintendent will take office on or before August 1, 2019. K-12 Business Consulting and the Montgomery County ESC is assisting the Board with the search.

## District Profile

### **School Buildings**

High School 9-12	1
Junior High School 7-8	1
Elementary Schools K-6	5
Preschool	1

**Enrollment K-12** 6,051

### **Number of FTE's**

Administrative	32
Teaching & Licensed Staff	363
Support Staff	240

## Leadership Criteria and Qualifications/Responsibilities

The Huber Heights City Schools 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 in the district and community. The CEO must maintain integrity and high standards of ethics in all matters. Among other attributes sought, the successful candidate will demonstrate the following major characteristics:

- Excellent analytical, planning and organizational skills to maintain a strategic direction;
- Strong spokesperson who can publicly celebrate and market the successes of the school district;
- Chief executive who will keep the Board fully informed and current with matters about the schools, one who will forge a strong partnership based on mutual trust and respect;
- Decisive educational leader with a strong background in student achievement who, after considering staff and community input, can make and defend decisions in a positive manner;
- Visionary and innovative skills along with an ability to produce short and long-range plans for ongoing improvement;
- Articulate, straightforward communicator with strong interpersonal skills and demonstrated ability to work tactfully, creatively and visibly with board members, administrators, staff, students, parents, community, and elected state officials;
- Ability to instill trust in the community and at all staff levels;
- Willingness to become an active and contributing member of the school community and be comfortable with high visibility and accessibility;
- Educational team leader who is able to develop, supervise and support teaching and administrative talent, who inspires high performance standards with accountability, and finds satisfaction in the success of others.
- Successful experience as a Superintendent is desirable and preferred, but not required.

## Compensation and Terms of Employment

The Board intends to offer the successful candidate a contract, as per law. The base salary range is expected to be \$135,000 to \$169,000, but is negotiable and commensurate with experience and qualifications.

## **Huber Heights City Schools Board of Education is an Equal Opportunity Employer.**

Employment is offered without regard to race, color, national origin, ancestry, citizenship status, religion, sex, gender identity or expression, economic status, age, disability, legally acquired genetic information, military status or sexual orientation.

### **The Board of Education**

Mike Miller, President	4 Years
Tony Cochren, Vice President	3 Years
Kelly Bledsoe, Member	10 Years
Mark Combs, Member	10 Years
William Harris, Member	2 Years

### **Financial Data**

Operating Millage	
Inside	6.80
Outside Voted	51.45
Effective Residential	42.62
Effective Commercial	42.12
Bond	6.50
Permanent Improvement	1.00
Total Valuation	\$704,458,860

### **Appropriations – FY19**

General Fund	\$66,526,130
Total – All Funds	\$81,227,347

### **General Fund Revenue**

Local Taxes	41%
State Funds	52%
Other	7%

### **Application Process**

Qualified individuals are encouraged to apply. Please submit:

- A cover letter emphasizing qualifications and interest;
- A completed Superintendent application found at:  
<http://www.k12consulting.net>
- 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 can be mailed or emailed to the following:**

K-12 Business Consulting  
“Huber Heights City Schools Superintendent Search”  
P.O. Box 476  
New Albany, OH 43054  
[cmohr@k12consulting.net](mailto:cmohr@k12consulting.net)

**Direct questions concerning the position to:**

Dennis Leone 740-649-2173 or [Dleone@k12consulting.net](mailto:Dleone@k12consulting.net)  
Deb Campbell at 937.215.7068 or [dcampbell@k12consulting.net](mailto:dcampbell@k12consulting.net)  
Chris Mohr at 614-580-8544 or [cmohr@k12consulting.net](mailto:cmohr@k12consulting.net)  
Frank DePalma at 937-477-3834

### **An investment in our students...and our community**

At Huber Heights City Schools, we are preparing our students to own the future.

It's a mission that we pursue with enthusiasm. Because in our district, it's not just about awarding a diploma. It's about readying our next generation of leaders, entrepreneurs, record breakers, and dreamers—those who will shape the future—to stake their place in the world.

From technology to the arts, from project-based learning to extracurricular activities, we focus on the whole student. We are dedicated to ensuring our students have the skills, knowledge, and opportunities to pursue their passions. That's what makes Huber Heights City Schools a solid investment.

But we aren't in this alone. Our students thrive because our community is a champion for their success. Our schools are a cornerstone of the community—and we appreciate our community's' ongoing support.

### **Tentative Timeline**

Announce Vacancy	12.14.2018
Application Materials Due	01.25.2019
Initial Interviews	02.04 & 02.05.2019
Final Interviews	02.12.2019
Action to Employ	02.21.2019
Est. Begin Employment	On or before 08.01.2019

**Deadline is January 25, 2019**

