

MSBA Executive Search Service



Mahnomen ISD #432 is seeking an exceptional leader to serve as **Superintendent**

Mahnomen Public Schools is located in north central Minnesota along State Highways 59 and 200. The district covers 328 square miles and serves the communities of Mahnomen, Bejou, and Naytahwaush. District Points of Pride include:

- ◆ All day every day PreK for all
- ◆ Modern well-kept facilities
- ◆ American Indian Education Program
- ◆ We offer many different opportunities to students in both curriculum and extra-curricular activities.
- ◆ District is very financially sound
- ◆ District teacher & staff salary and benefits are ahead of most schools in region
- ◆ Thunderbird Athletics is a partnership with Waubun-Ogema-White Earth
- ◆ Community Education and ECFE programs
- ◆ Partnership with White Earth Tribal & Community College
- ◆ In school swimming pool
- ◆ New school addition completion August 2025

The school district operates its own food program and contracts out for some transportation services.

Mahnomen ISD 432

Safe, Supportive, Learning

By the Numbers

- ◆ Student enrollment: 680
- ◆ Licensed staff members: 60
- ◆ Non-licensed staff members: 48
- ◆ Principals/Asst Principals or Deans: 2/2
- ◆ Full-time Central Office staff: 3
- ◆ District buildings maintained: 2

Application Deadline

To be considered for this position, an applicant's completed file must be received by MSBA prior to 11:59 p.m. on January 21, 2025.

About the Communities

Located along the Wild Rice River where the prairie farmland meets the lakes and woods, the area provides some of the most beautiful scenic vistas to experience. Additional highlights of the area include:

- ◆ Small towns, rich with community traditions
- ◆ Excellent hunting and fishing
- ◆ Close proximity to many lakes and rivers
- ◆ Located on the White Earth Indian Reservation
- ◆ Wild Rice Day community event
- ◆ Shooting Star Casino and Event Center provides dining and brings entertainers
- ◆ Cultural diversity
- ◆ Mahnomen Golf Course
- ◆ Additional area recreation includes snowmobiling, ATV/UTV riding, boating, and hiking
- ◆ Health Care Facilities and Hospital
- ◆ Mahnomen and Naytahwaush Tribal Community Councils
- ◆ Agriculture based economy

Search Timeline

Announce Vacancy	December 2, 2024
Application Deadline	January 21, 2025
Applicant Screening	Jan 22—30, 2025
Finalists Selected	January 30, 2025
First Round Interviews	February 6 & 7, 2025
Second Round Interviews	February 12, 2025
Superintendent Begins	July 1, 2025

Leadership Profile

The Mahnomen Public School Board seeks a superintendent with strong leadership skills who:

- ◆ Demonstrates integrity and ethical behavior in all interactions with the school board, staff, and community members
- ◆ Builds trust and fosters collaboration with diverse groups and communities
- ◆ Has experience in managing school finances
- ◆ Is knowledgeable in both state and federal education laws
- ◆ Stays informed about legislative changes and actively involves the school district in the legislative process
- ◆ Maintains a visible and accessible presence for the school board, staff, students, parents, and community

Previous superintendent experience preferred, but not required.

District Financial Highlights

General Fund Revenue:	\$ 12,600,000
General Fund Expenditures:	\$ 12,600,000
Unassigned Fund Balance:	\$ 4,000,000
Total General Fund Balance:	\$ 18,500,000

Salary and Benefits

A competitive compensation and benefits package, with a starting salary range of \$125,000-\$150,000, will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute. Additional benefits available may include Life Insurance, VEBA or HSA, 403B, among others.

School District Mission

To provide the opportunity for high achievement for all learners promoting academics, citizenship and individual self-esteem with an emphasis on 21st century skills

Screening Team

A team from the Minnesota School Boards Association's Executive Search Service (MSBA) has been selected to assist the School Board in securing and screening applicants. The search team will be led by Lee Warne, MSBA Service Provider.

Deadline and Selection

MSBA's Executive Search Service uses an online application process. Applicants begin the application process at mnmsba.myrevelus.com. To be considered for this position, an applicant's completed file must be received by MSBA prior to 11:59 p.m. on January 21, 2025.

Contact Lee Warne at 507-828-2468 (lwarne@mnmsba.org) with questions.

Applicants are requested to not contact school board members.

Mahnomen ISD 432 is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

Deadline to apply: January 21, 2025