

MSBA Executive Search Service



Nevis Public School is seeking an exceptional leader to serve as **Superintendent**

Nevis is located in northcentral Minnesota on State Highway 34. The district covers 125 square miles and serves the community of Nevis. Nevis Public Schools is pursuing a referendum to expand and renovate school facilities, ensuring modern learning spaces and accommodating future growth. District Points of Tiger Pride include:

- ◆ Outstanding community support
- ◆ We consider ourselves a school of choice with 48% of our families choosing to open-enroll into the district
- ◆ The elementary and high school continuously exceed the state average on the MCAs
- ◆ Robust extra-curricular programs which are offered at no cost to our families
- ◆ College in the high school courses with an opportunity to complete an Associate of Arts Degree
- ◆ Over 90% of our seniors graduate annually.
- ◆ We are a two-section school which prides itself on meeting the individual needs of all of our students
- ◆ Emerging CTE programs with courses in Construction, Trades with a boiler licensing opportunity, and a Certified Nursing Assistant certification

The school district operates its own nutrition program and transportation services.

By the Numbers

- ◆ Student enrollment: 619
- ◆ Licensed staff members: 51
- ◆ Non-licensed staff members: 55
- ◆ Principals/Asst. Principals or Deans: 1/2
- ◆ Full-time Central Office staff: 2
- ◆ District school buildings maintained: 1

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 March 10, 2025.

About the Area

Nevis and the surrounding communities are in the heartland of the Minnesota Lakes Area. There are over 100 lakes within 10 miles of the school. Tourism plays a major role in the economy. Additional highlights of the area include:

- ◆ The Heartland State Trail runs through the center of downtown Nevis, and follows a scenic, peaceful route from Park Rapids to Cass Lake
- ◆ Paul Bunyan State Trail with access to countless miles of ATV/snowmobile trails.
- ◆ Multi-species fishing
- ◆ Many opportunities for camping, hunting, boating, canoeing, and swimming.
- ◆ Numerous golf courses, parks, and family-run resorts
- ◆ Located near numerous highly rated restaurants
- ◆ Located within 30 miles of Itasca State Park
- ◆ North Country Scenic Trail access

Search Timeline

Announce Vacancy	February 4, 2025
Application Deadline	March 10, 2025
Applicant Screening	March 10 - 18, 2025
Finalists Selected	March 18, 2025
First Round Interviews	April 2 & 3, 2025
Second Round Interviews	April 7, 2025
Superintendent Begins	July 1, 2025

Leadership Profile

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

- ◆ Demonstrates integrity and ethical conduct in all interactions throughout the district, fostering trust and transparency.
- ◆ Possesses experience in school finance, ensuring responsible and effective management of resources. and has familiarity with relevant state and federal education laws.
- ◆ Communicates effectively and builds strong relationships in the school community, maintaining high visibility and accessibility.
- ◆ Works collaboratively with the School Board, offering well-considered options and recommendations, and provides clear and understandable administrative procedures that implement School Board policy.
- ◆ Maintains accountability through appropriate delegation of authority.

Previous superintendent experience not required.

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 Amy Jordan, MSBA Associate Director of Leadership Development and Executive Search.

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 March 10, 2025.

Contact Amy Jordan at 507-479-9984 (ajordan@mnmsba.org) with questions.

Applicants are requested to not contact school board members.

Nevis Public School is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

Salary and Benefits

A competitive compensation and benefits package, with a starting salary range of \$120,000 - \$145,000, will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute. Additional benefits available may include Health, Life, and Long-term disability insurance; 403(b) match; vacation; paid holidays; sick days; and more.

District Financial Highlights

- ◆ General Fund Revenue: \$ 9,601,285
- ◆ General Fund Expenditures: \$ 9,528,083
- ◆ Unassigned Fund Balance: \$ 1,339,143
- ◆ Total General Fund Balance: \$ 1,880,910

School District Mission

To provide an educational environment which emphasizes independent learning as a lifelong process of challenges. Learners must become critical thinkers, develop positive self-esteem, reach their maximum potential, adapt to a changing world, and become responsible citizens.

Deadline to apply: March 10, 2025