

MSBA Executive Search Service



Northland Community Schools is seeking an exceptional leader to serve as **Superintendent**

Northland Community Schools is located along HWY 6 and 200, in Remer MN. The PreK-12 district serves over 300 students in the communities of Outing, Remer, Longville, Boy River, Federal Dam and surrounding areas. Points of pride include:

- ♦ Small School Environment
- ♦ Wide variety of academic programs, elective offerings and extra-curricular activities
- ♦ Partnerships with Hill City School and Deer River Schools for extra curriculums and classes
- ♦ Excellent teaching staff and support personnel
- ♦ Well-developed multi-tiered system of supports
- ♦ High quality Native American education program
- ♦ PBIS, "Eagle Pride, Schoolwide."
- ♦ Active Community Education

School District Mission

*The mission of
Northland Community Schools
is to educate and inspire
all learners to reach their
full potential.*

Application Deadline

Application deadline is midnight on May 18th, 2025. Applications can be submitted through MSBA's on-line application system, REVELUS, available on MSBA's website.

By the Numbers

- ♦ Student enrollment: 330
- ♦ Licensed staff members: 39
- ♦ Non-licensed staff members: 42
- ♦ Principals: 2
- ♦ Full-time office staff: 5
- ♦ District school buildings maintained: 2

About the Community

Remer, MN is in the heart of beautiful North Central MN. The area is known for its mix of outdoor recreation, local traditions, and community events that contribute to its unique charm. Remer offers a close-knit community and an array of activities and services available to residents and visitors alike.

Search Timeline

Announce Vacancy	May 2, 2025
Application Deadline	May 18, 2025
Applicant Screening	May 19-23, 2025
Interviews	May 28 & 29, 2025
Superintendent Begins	July 1, 2025

Leadership Profile

The Northland Community School Board seeks a superintendent with strong leadership skills in:

- ♦ **Integrity and Ethics:** Acts with honesty and in an ethical manner with the school board, students, staff, and community.
- ♦ **Effective Leadership:** Demonstrates experience in executing strategic plans, problem solving and motivating for positive change
- ♦ **Personal Skills:** Maintains a prominent and approachable presence, ensuring effective communication with the school board, staff, students, parents and community members
- ♦ **Financial Expertise:** Possesses experience and knowledge in school finance, ensuring fiscal responsibility
- ♦ **Board Collaboration:** Works cooperatively with the School Board, providing options and informed recommendations.

Previous superintendent experience preferred but not required.

Salary and Benefits

A competitive starting salary range of \$110,000 – 140,000 will be negotiated commensurate with experience and qualifications. Additional benefits available may include Health/Dental/Life/LTD Insurance, 403(b) Contribution, among others

Projected FY25 District Financials

- ♦ General Fund Revenue: \$ 8,498,503
- ♦ General Fund Expenditures: \$ 8,499,171
- ♦ Unassigned Fund Balance: \$ 772,077
- ♦ Total General Fund Balance: \$ 1,474,698

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.

Northland Community School Vision

Through unified family, community, and school relationships, Northland Community Schools will, by providing a rigorous, relevant, and engaging curriculum, ensure that all students have the opportunity to acquire the necessary skills to achieve their potential, become productive community members, and value life-long learning.

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 May 18, 2025.

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

Applicants are requested to not contact school board members.

Northland Community Schools is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

Deadline to apply: May 18, 2025