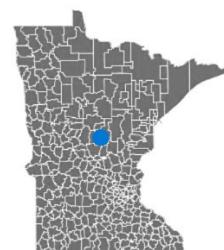


MSBA Executive Search Service



Brainerd Public Schools is seeking an exceptional leader to serve as **Superintendent**



Brainerd Public Schools is located in beautiful central Minnesota along the Mississippi River. The district covers 516 square miles and serves the communities of Brainerd, Baxter, East Gull Lake, Fort Ripley, Lake Shore, Merrifield, and Nisswa. District Points of Pride include:

- ♦ Brainerd Public Schools has many award winning schools
- ♦ ACT scores are consistently over two points above the state average
- ♦ Warrior Pathways personalizes learning for grades 9-12 through digital career portfolios that connect students' interests and goals with coursework, local business partnerships
- ♦ Planetarium and School Forest located at Forestview Middle School
- ♦ 600+ students participate in online classes
- ♦ Over 60 different varsity sports and student clubs
- ♦ State-of-the-art Aquatic Center
- ♦ World-class Gichi-ziibi Center for the Arts
- ♦ 16 Advanced Placement courses—from AP English to AP Calculus—and 15 on-campus College In the Schools courses give students opportunities to earn college credit
- ♦ \$230M in newly renovated facilities throughout the district after a historic bond referendum passed in 2018
- ♦ Innovative American Indian Education program
- ♦ High quality early childhood, family education and school readiness programs
- ♦ Active Community Education Program offering enrichment, recreation, child care, and other opportunities for ALL ages

The school district operates its own nutrition service and contracts out for transportation services.

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 18, 2026.

By the Numbers

- ♦ Student enrollment: 5,917
- ♦ Licensed staff members: 477
- ♦ Non-licensed staff members: 550
- ♦ Principals/Assistant Principals: 11/4
- ♦ District buildings maintained: 12

About the Community

Brainerd and the surrounding communities are well-known as Minnesota's Vacationland with over 400 lakes in the area for quality fishing and unlimited recreation. Additional highlights of the area include:

- ♦ Highly engaged small communities
- ♦ World-class outdoor recreation and resorts
- ♦ Strong local economy/diverse job opportunities
- ♦ Year-round annual events and festivities
- ♦ Quality healthcare with specialized services and hospital care
- ♦ Strong partnerships with Lakes Area Chamber, YMCA and Central Lakes College
- ♦ Locally owned shops, restaurants, breweries, and charming historic downtown area
- ♦ Brainerd Regional Airport
- ♦ Paul Bunyan Trail, expansive hiking/biking and snowmobile trails, curling, golf, and more

Search Timeline

Announce Vacancy	November 24, 2025
Application Deadline	January 18, 2026
Applicant Screening	January 19-26, 2026
Finalists Selection	January 26, 2026
First Round Interviews	February 2 & 3, 2026
Second Round Interviews	February 10, 2026
Superintendent Begins	July 1, 2026

Leadership Profile

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

- ◆ Demonstrates principled leadership and strong character, consistently upholds honesty and ethical standards in all interactions
- ◆ Possesses a thorough understanding of school finance and resource management, ensuring fiscal transparency and operational efficiency
- ◆ Understands how to build a foundation of academic excellence from Pre-K through HS
- ◆ Exhibits visionary thinking and effectively addresses challenges through innovative solutions for students and staff alike
- ◆ Excels in team building, fostering a culture of shared responsibility and continuous improvement across the school district
- ◆ Collaborates effectively, earning trust and engaging with diverse community groups
- ◆ Utilizes curriculum and data analytics to drive student success and improve test scores
- ◆ Works in close partnership with the school board, providing well-informed and thoughtful recommendations for consideration

Previous superintendent experience is preferred.

Salary and Benefits

A competitive compensation and benefits package, with a starting salary range of \$190,000-220,000, will be negotiated commensurate with experience and qualifications. Brainerd Public Schools offers an excellent benefits package, and superintendent contract length is negotiable as provided in Minnesota statute.

District Financial Highlights

- ◆ General Fund Revenue: \$ 97,251,787
- ◆ General Fund Expenditures: \$ 100,469,463
- ◆ Unassigned Fund Balance: \$ 9,921,249
- ◆ Total General Fund Balance: \$ 14,958,484

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 Barb Dorn, MSBA Director of Leadership Development and Executive Search.



Brainerd Public Schools

Opportunity. Innovation. Success.

School District Mission

EDUCATE and INSPIRE each student by providing innovative opportunities to create life-long success!

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 18, 2026.

Contact Barb Dorn at 507-508-5501 (bdorn@mnmsba.org) with questions.

Applicants are requested to not contact school board members.

Brainerd Public Schools is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

Deadline to apply: January 18, 2026