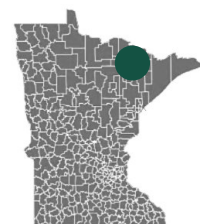


MSBA Executive Search Service



St. Louis County Schools is seeking an exceptional leader to serve as **Superintendent**



St. Louis County Schools is located in northeastern Minnesota. The district covers 4,200 square miles and serves the cities of Cherry, Iron, Cook, Orr, Babbitt, Culver, Saginaw, Albion, Meadowlands, Tower, Soudan, and surrounding communities. District Points of Pride include:

- ◆ Established a 4-day school week
- ◆ A comprehensive district-wide mental health system including training in restorative practices, SEL, and trauma-informed approaches, established wellness rooms for staff and sensory rooms for students in every school, and engaged student leadership teams
- ◆ Recognized at state and national mental health conferences for system-wide innovation
- ◆ Implemented evidence-based literacy and math instruction aligned with the Minnesota READ Act
- ◆ Participating in MTSS and Universal Design for Learning cohorts to strengthen Tier 1 instruction
- ◆ Integrated computer science and STEM learning across grade levels
- ◆ Focused on standards-based grading and mastery-based learning and adopted EduClimber as a districtwide data system
- ◆ Expanded CTE and work-based learning opportunities
- ◆ Well-rounded ECCE and all-day preschool
- ◆ Strong family and community partnerships with schools serving as the heart of their communities
- ◆ Many state-level academic, athletic, and fine arts achievements
- ◆ Building system efficiencies including coordinated funding and initiatives, efficient scheduling and staffing models, streamlining district processes, and tracking of census numbers

By the Numbers

- ◆ Student enrollment: 1,704
- ◆ Licensed staff members: 195
- ◆ Non-licensed staff members: 245
- ◆ Principals/Asst. Principals/Deans: 5 / 3 / 0.6
- ◆ Full-time Central Office staff: 9
- ◆ District buildings maintained: 6

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 20, 2026.

About the Area

The St. Louis County Schools area is home to extensive forests, pristine lakes, and wetlands and welcomes both lifelong residents and newcomers drawn by the region's beauty, opportunities, and quality of life. Additional highlights of the area include:

- ◆ Offers a vast trail system for snowmobiling, ATV riding, hiking, mountain biking, and horseback riding
- ◆ Includes or borders world-renowned Voyageurs National Park and the Boundary Waters Canoe Area Wilderness
- ◆ Provides year-round outdoor recreation, from boating and fishing in summer to skiing and snowmobiling in winter
- ◆ Residents enjoy a slower pace of life, a safe environment, and a sense of neighborly support
- ◆ Diverse economy, including mining, timber, healthcare, aviation, education, and tourism; St. Louis County is home to most of MN's active iron mines
- ◆ Residents value working together to sustain and grow opportunity, blending tradition with innovation

School District Mission

To provide a high-quality education that prepares students to thrive in a changing world.

Search Timeline

Announce Vacancy	December 2, 2025
Application Deadline	January 20, 2026
Applicant Screening	January 21-29, 2026
Announce Finalists	January 29, 2026
First Round Interviews	February 9 & 12, 2026
Second Round Interviews	February 14, 2026
Superintendent Begins	July 1, 2026

Leadership Profile

The St. Louis County Schools Board seeks a superintendent with proven leadership experience who:

- ♦ Champions integrity and ethical conduct in all interactions
- ♦ Demonstrates strong financial acumen and responsible resource management
- ♦ Cultivates trust and forges collaborative partnerships with diverse groups, fostering unity and inclusion across the district
- ♦ Communicates with clarity, confidence, and adaptability, ensuring messages resonate with varied audiences
- ♦ Builds and empowers a high-performing leadership team, guiding them toward shared goals
- ♦ Maintains a visible and approachable presence, actively engaging with the school community
- ♦ Collaborates with the school board, offering thoughtful options and well-informed recommendations to support effective governance

Previous superintendent experience preferred, but not required.

Salary and Benefits

A compensation and benefits package, with a starting salary range of \$145,000 - \$180,000 will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute. Additional benefits may include: health, life, 403(b), among others.

District Financials

♦ General Fund Revenue:	\$ 39,430,081
♦ General Fund Expenditures:	\$ 36,620,532
♦ Unassigned Fund Balance:	\$ (2,264,503)
♦ Total General Fund Balance:	\$ (1,471,730)

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.



MOUNTAIN IRON-BUHL PUBLIC SCHOOL

MIB Financials

♦ General Fund Revenue:	\$ 9,984,916
♦ General Fund Expenditures:	\$10,395,118
♦ Unassigned Fund Balance:	\$1,950,969
♦ Total General Fund Balance:	\$2,776,886

The southern neighboring school district of Mountain Iron – Buhl contracts with St. Louis County Schools for an 80/20 shared superintendent. MIB serves Mountain Iron, Buhl, Kinney, Great Scott, Britt, Virginia, and Iron.

MIB By the Numbers

- ♦ Student enrollment: 602
- ♦ Licensed staff members: 47
- ♦ Non-licensed staff members: 59
- ♦ Principals/Deans: 1 / 1
- ♦ Central Office staff: 2.2 FTE
- ♦ District school buildings: 1
- ♦ Number of square miles covered: 134

Deadline and Selection

MSBA's Executive Search Service uses an online application process. Applicants may begin their application at mnmsba.myrevelus.com. To be considered for this position, a completed application file must be received by MSBA prior to 11:59 p.m. on January 20, 2026.

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

Applicants are requested to not contact school board members.

St. Louis County Schools is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

Deadline to apply: January 20, 2026