



Minnewaska Area Schools is seeking an exceptional leader to serve as Superintendent



Minnewaska Area Schools is located in central Minnesota. The district covers 429 square miles and proudly serves the communities of Glenwood, Long Beach, Starbuck, Villard, Lowry, Farwell, Terrace, Westport, and Sedan. District Points of Lakers Pride include:

- ◆ Strong academic program, with a proud and long-standing tradition of excellence
- ◆ Wide range of opportunities to support learners and families at every stage including:
 - ◆ ECFE programs
 - ◆ Full spectrum of activities and athletic opportunities
 - ◆ Community Education offerings designed for all ages to help stay connected, engaged, and supported beyond the school day
- ◆ Conference leader in reading, math, and science, with five-year district-wide MCA trends showing student achievement consistently exceeding state proficiency levels
- ◆ 1:1 mobile learning environment
- ◆ Weekly STEM programming
- ◆ Average class size of 23
- ◆ 98% graduation rate

The district operates their own nutrition program and contracts out for transportation services.

By the Numbers

- ◆ Student enrollment: 1363
- ◆ Licensed staff members: 108
- ◆ Non-licensed staff members: 165
- ◆ Principals: 4
- ◆ Assistant Principals/Deans: .5
- ◆ Central Office staff: 4.5 FTE
- ◆ District buildings maintained: 3

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 25, 2026.

About the Community

Nestled in the west-central region of the state, the Minnewaska Area School District encompasses a stable population of approximately 11,000. Highlights include:

- ◆ Year round activities on beautiful Lake Minnewaska, the 13th largest lake in MN, range from Glenwood's Waterama and Winterama, and Starbuck's Heritage Days and Dragon Boat Races, to water sports, fishing, and swimming
- ◆ For the outdoor enthusiast and active families, recreational activities off the water include hiking, biking, camping, hunting, golfing, tennis, snowmobiling, and more
- ◆ Variety of cultural and performing arts opportunities
- ◆ Located just 15 minutes away from Alexandria, and the big-city conveniences in Fargo and the Twin Cities are a two-hour drive in either direction

Search Timeline

Announce Vacancy	March 5, 2026
Application Deadline	March 25, 2026
Applicant Screening	March 26-31, 2026
Announce Finalists	March 31, 2026
First Round Interviews	April 7, 2026
First Round (weather backup)	April 8, 2026
Second Round Interviews	April 10, 2026
Superintendent Begins	July 1, 2026

Leadership Profile

The Minnewaska Area School Board seeks a superintendent with proven leadership experience who:

- ◆ Demonstrates expertise in educational financial management, ensuring strategic allocation of resources and robust oversight of budgeting processes
- ◆ Upholds the highest standards of integrity, fostering ethical practices
- ◆ Delivers clear, confident, and flexible communication that is thoughtfully adapted to meet the needs of various audiences and situations
- ◆ Maintains consistent visibility and accessibility, actively engaging with the school board, faculty, learners, families, and community members to foster collaboration and support
- ◆ Collaborates constructively with the school board, presenting well-considered options and insightful recommendations to facilitate effective decision-making
- ◆ Builds trust and fosters cooperative relationships with a wide range of groups and communities

Previous superintendent experience is preferred, but is not required.

District Financial Highlights

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|-------------------------------|---------------|
| ◆ General Fund Revenue: | \$ 25,848,302 |
| ◆ General Fund Expenditures: | \$ 25,232,062 |
| ◆ Unassigned Fund Balance: | \$ 2,676,382 |
| ◆ Total General Fund Balance: | \$ 3,096,916 |

Salary and Benefits

A competitive compensation and benefits package, with a starting salary range of \$150,000 - \$175,000, 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); and more.

School District Mission

"Engage Every Student Every Day"
At Minnewaska, students come first. We are committed to providing a safe, supportive environment that maximizes community resources and empowers students to reach their highest potential.

Search Team

A team from the Minnesota School Boards Association's Executive Search Service (MSBA) has been selected to assist the School Board throughout the process and 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 March 26, 2026.

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

Applicants are requested to not contact school board members.

Minnewaska Area Schools is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

Deadline to apply: March 25, 2026