Frazee-Vergas Public Schools
is seeking an exceptional leader to serve as
Superintendent

Frazee-Vergas Public Schools is located in northwestern Minnesota. The district covers 325 square miles and serves the communities of Frazee, Vergas, Wolf Lake, Rochert, Snellman, Ponsford, Toad Lake, and Evergreen. District Points of Hornet Pride include:

- **Exceptional Outdoor Learning:** The district's approximately 240-acre school-owned forest supports hands-on learning in environmental science, forestry, wildlife, and conservation.
- **Whole-Student Development:** All students are encouraged to explore their interests, develop their talents, build confidence, and contribute meaningfully.
- **Strong Arts Opportunities:** Visual arts, music, performance, and dance foster creativity, collaboration, confidence, and self-expression.
- **Athletics and Activities:** Diverse opportunities help students develop teamwork, leadership, perseverance, and a strong sense of belonging.
- **FFA and Agricultural Education:** Students gain practical knowledge, leadership experience, and exposure to agricultural careers.
- **Supportive School Community:** Strong relationships create an environment where students of all interests and abilities can engage, belong, and grow.

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

Search Timeline

Announce Vacancy	**November 18, 2026**
Application Deadline	**January 10, 2027**
Applicant Screening	**Jan 11 - Jan 26, 2027**
Announce Finalists	**January 26, 2027**
First Round Interviews	**February 1 & 4, 2027**
Second Round Interviews	**February 8, 2027**
Superintendent Begins	**July 1, 2027**

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 10, 2027.

About the Area

Our area offers small-town living in the heart of Minnesota's scenic lake country. Surrounded by lakes, forests, parks, and rolling countryside, the area combines year-round outdoor recreation with strong community connections and convenient access to regional services. Additional highlights include:

- Scenic lake-country setting with abundant natural beauty
- Year-round opportunities for fishing, boating, hiking, biking, snowmobiling, and skiing
- Close-knit communities with strong local connections and community pride
- Parks and gathering spaces that support recreation, relaxation, and community activities
- Continued investment in recreational opportunities for residents of all ages
- Convenient regional access to health care, shopping, employment, and essential services

MINNESOTA SCHOOL BOARDS ASSOCIATION
EXECUTIVE SEARCH SERVICES

Leadership Profile

The Frazee-Vergas School Board seeks a thoughtful, capable leader committed to serving the district and broader school community. The next superintendent will provide purposeful leadership focused on the continued success of Frazee-Vergas Public Schools. The ideal candidate will:

- Bring confidence, sound judgment, and transparency to decisions, particularly when navigating challenges or change
- Demonstrate strong financial stewardship, making strategic use of district resources while maintaining fiscal responsibility
- Build trust through clear, open communication, genuine listening, and meaningful engagement
- Foster a productive partnership with the School Board, offering professional insight and helping the Board make well-informed decisions
- Develop a strong and effective leadership team by empowering others, setting clear expectations, and fostering shared accountability
- Create a safe, caring, and supportive environment that promotes the overall well-being of students and staff
- Model principled leadership, earning the trust of others through honesty, integrity, and ethical conduct

Previous superintendent experience is preferred but not required.

Salary and Benefits

A competitive compensation and benefits package, with a starting salary range of $135,000—$165,000 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 LTD insurances, 403(b) match, and more.

District Financial Highlights

General Fund Revenue:	$ 12,855,181
General Fund Expenditures:	$ 14,445,856
Unassigned Fund Balance:	$ 23,424
Total General Fund Balance:	$ 704,618

Frazee-Vergas By the Numbers

PK-12 Student enrollment: 803
Licensed staff members: 68
Non-licensed staff members: 59
Principals: 2
Central Office Staff: 4
District school buildings maintained: 2

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.

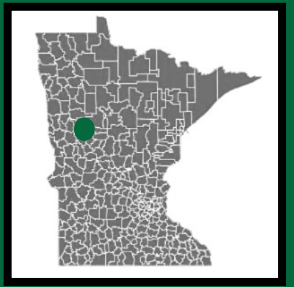
Deadline and Selection

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 10, 2027.

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

Applicants are requested to not contact school board members.

Frazee-Vergas Public Schools is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.



Deadline to Apply: January 10, 2027