

# Superintendent/CEO Search for Pickerington Schools



Assisted by K-12 Business Consulting, Inc.

Our Vision: We aspire to be the school district of choice, improving our community and society by opening doors and providing opportunities for every child, every day.

## The Community

The Pickerington Local School District is located about 20 minutes from downtown Columbus. The majority of the district's 38 square miles are located in the north-western portion of Fairfield County. District boundaries include the city of Pickerington and a large section of Violet Township. Small portions of the city of Columbus, Madison Township and Liberty Township are also within the Pickerington Local School District boundaries. Career-Tech students attend the Eastland-Fairfield Career and Technical Schools. The district serves a population of over 56,000, covering 38 square miles. Median Household Income in 2022 was \$109,2218 and Median Home Value was \$284,400. Residents of Pickerington enjoy the benefits of a middle class community with rural living opportunities, yet live a short distance from a major metropolitan area.

## The Superintendent Search

The Pickerington Schools Board of Education is seeking qualified applicants for the position of superintendent/CEO. It is expected the new superintendent will take office on or before August 1, 2025.

## Leadership Criteria and Qualifications/Responsibilities

The Pickerington Schools Board of Education has identified the following qualifications as having particular importance for the position of superintendent/CEO. The ideal candidate must be committed to the highest personal and professional standards and exhibit leadership in the district and community. This individual must maintain integrity and high standards of ethics in all matters. Among other attributes sought, the successful candidate will demonstrate the following major characteristics:

- Excellent analytical, planning and organizational skills to maintain a strategic direction;
- Strong spokesperson who can publicly celebrate and market the successes of the school district;
- Chief executive who will keep the Board fully informed and current with matters about the schools, one who will forge a strong partnership based on mutual trust and respect;
- Decisive educational leader with a strong background in student achievement who, after considering staff and community input, can make and defend decisions in a positive manner;
- Visionary and innovative skills along with an ability to produce short and long range plans for ongoing improvement;
- Articulate, straightforward communicator with strong interpersonal skills and demonstrated ability to work tactfully, creatively and visibly with Board members, administrators, staff, students, parents, community, and elected state officials;
- Ability to instill trust in the community and at all staff levels;
- Willingness to become an active and contributing member of the school community and be comfortable with high visibility and accessibility;
- Educational team leader who is able to develop, supervise and support teaching and administrative talent, who inspires high performance standards with accountability, and finds satisfaction in the success of others.
- Successful experience as a Superintendent is desirable and preferred, but not required.

## Compensation and Terms of Employment

The Board intends to offer the successful candidate a contract, as per law. The base salary range is expected to be \$190,000 to \$220,000 but is negotiable and commensurate with experience and qualifications.

## District Profile

### **School Buildings**

High Schools 9-12	2
Junior High 7-8	2
Middle Schools 5-6	3
Elementary K-4	7
Early Learning Center	1

**Enrollment K-12** 12,271

### **Number of FTE's**

Teaching & Licensed Staff	756
Support Staff	412

## **Pickerington Schools Board of Education is an Equal Opportunity Employer.**

Employment is offered without regard to race, color, national origin, ancestry, citizenship status, religion, sex, gender identity or expression, economic status, age, disability, legally acquired genetic information, military status or sexual orientation.

## **The Board of Education**

Clay Lopez, President	7	Years
Vanessa Niekamp, Vice President	11	Years
Cathy Olshefski, Member	15	Years
JD Postage, Member	3	Years
Mark Hensen, Member	1	Years

### **Financial Data**

Operating Millage	
Inside	3.50
Outside Voted	71.20
Effective Residential	21.61
Effective Commercial	33.33
Bond	6.50
OFCC Maintenance	.50
Permanent Improvement	1.00
Total Valuation (90.0% Class I)	\$2,079,819,480
School District Income Tax	1.00%

### **Appropriations – FY 2025**

General Fund	\$162,400,000
Total – All Funds	\$214,400,000

### **General Fund Revenue**

Local Taxes	44.7%
State Funds	49.1%
Other	6.2%

## **Application Process**

Qualified individuals are encouraged to apply. Please submit:

- A cover letter emphasizing qualifications and interest;
- A completed Superintendent application found at:  
<http://www.k12consulting.net>;  
<https://www.pickerington.k12.oh.us>
- An up to date resume;
- List three (3) references from associates or board members who can speak to candidate qualifications and work experience;
- A copy of current Ohio Superintendent License;
- Credentials and transcripts.

**Note: Applicants should not make personal contact with any Board of Education members.**

**All application material can be mailed or emailed to the following:**

K-12 Business Consulting  
“Pickerington Schools Superintendent Search”  
P.O. Box 1005  
Delaware, OH 43015  
[dwmiller@k12consulting.net](mailto:dwmiller@k12consulting.net)

**Direct questions concerning the position to:**

Dustin Miller at 614.774.2740 or [dwmiller@k12consulting.net](mailto:dwmiller@k12consulting.net)  
Kathleen Lowery at 614.769.1211 or [klowery@k12consulting.net](mailto:klowery@k12consulting.net)  
John Marschhausen at 614.535.6244 or [marschhausen@me.com](mailto:marschhausen@me.com)

## **The District**

Pickerington Schools is well known for serving the needs of all their students. Our mission is to provide an engaging, innovative and holistic experience that empowers all students to become responsible, productive citizens. Our values are highlighted below:

### **Student focused**

Students are our priority. The development of engaged, active learners and involved, responsible citizens is the primary deciding factor in every aspect of our daily actions and future planning.

### **Collaborative**

Our staff, parents and community work in partnership to ensure Pickerington Schools provide a world-class educational experience and safe environment tailored to the unique needs and aspirations of every child.

### **Innovative**

We strive to be a leader in public education, a district others aspire to become. We value, support and respect creative approaches to education and innovative solutions to challenges. We expect our staff to take the initiative to remain current on best practices while building on a foundation of research and data.

### **Passionate**

We cultivate an environment where work and learning are infused with passion and commitment. We recruit, develop and retain highly qualified employees who consistently exhibit a positive example, exemplary attitude, genuine caring and great enthusiasm.

### **Fiscally responsible**

We exhibit financial responsibility by ensuring district resources are aligned with our goals and objectives.

### **Embracing diversity**

We acknowledge and celebrate diversity and affirm the importance of our common humanity. We embrace varying perspectives, cultures and experiences as a doorway to educating children about their roles in our communities and global society.

## **Tentative Timeline**

Announce Vacancy	10.21.2024
Application Materials Due	01.10.2025
Initial Interviews	02.12 & 13.2025
Final Interviews	02.20.2025
Action to Employ	02.24.2025
Est. Begin Employment	On or before 08.01.2025

These dates are approximate times. Applicants are reminded that application materials are subject to public records law.

**Deadline is January 10, 2025**

