

## COMPENSATION AND TERMS OF EMPLOYMENT

The Highland Local Board of Education will provide a competitive compensation package. A multiyear contract with provisions for annual review and evaluation will be offered. Actual salary and fringe benefits will be commensurate with the education and experience of selected candidate.

## BOARD OF EDUCATION

Dr. Norman Christopher, pres.	6 years
Michael Houska, vice pres.	2 year
Robert W. Kelly	13 years
Daniel Charles Petek	1 year
Dr. Nancy Wingenbach	26 years

## TENTATIVE TIMETABLE

Announce vacancy	Dec. 7
Application deadline	Feb. 9
Board screening	Feb. 15
Interviews begin	week of Feb. 22
Action to employ	March 22
Superintendent on site	TBD



## DISTRICT FINANCIAL INFORMATION

Total valuation \$715,713,655

<b>Mills</b>	
Inside	4.9
Outside (voted)	60.6
Outside (effective)	20.5
Bond (voted)	6.82
Bond (collected)	4.4
Permanent improvement	n/a
Medina County School Sales Tax	.50

<b>Appropriations</b>	
General fund	\$27,343,100
Total — all funds	\$36,758,603

Expenditure per pupil \$7,772

<b>Receipts</b>	<b>General funds</b>	<b>All funds</b>
Local taxes	63.4%	57.5%
Local other	4.3%	12.3%
State	32.3%	25.7%
Federal	0%	4.5%

Enrollment 3,304

<b>Number of employees</b>	
Certificated	209
Non-certificated	175
Administrators	15

<b>Bond rating</b>	
Moody's	Aa3
S&P	n/a

Average teacher salary	\$56,451
Bachelor's degree	33%
Master's degree	67%

Average years of experience 13.1

## APPLICATION PROCESS

Nominations and applications by qualified candidates are encouraged. Please submit:

- A detailed letter emphasizing qualifications and reasons for interest;
- A completed application form, which can be obtained from OSBA upon request at:  
Phone: (614) 540-4000  
E-mail: dhoopes@ohioschoolboards.org  
Web page: www.osba-ohio.org
- An current résumé;
- A copy of current Ohio Treasurer Certificate/License or evidence that one is obtainable;
- Credentials and transcripts;
- Five OSBA Treasurer Search Reference Forms, also available from OSBA.

*Note: Applicants are strictly requested to not make personal contact with board of education members. All application materials should be sent to the OSBA Search Secretary Debby Hoopes at:*



OSBA Search Services  
Highland Local School District  
8050 N. High St., Ste. 100  
Columbus, OH 43235-6481

Employment opportunities are offered without regard to age, race, color, religion, ancestry, national origin, citizenship status, gender, handicap, or status as a Vietnam era or special disabled veteran. Qualified applicants who are disabled and require special assistance to respond to this employment announcement should contact OSBA.

# Highland Local School District

*is seeking qualified applicants for the position of*

## Treasurer



*Application deadline  
February 9, 2010*

[www.highlandschools.org](http://www.highlandschools.org)

# Highland Local School District

## THE SEARCH

The Highland Local School District is seeking a highly qualified financial leader for the position of treasurer. The treasurer selected will succeed Mrs. Mary Markle, who is retiring after serving the district for 25 years. The Ohio School Boards Association (OSBA) has been contracted to facilitate the search process, and OSBA consultant Cheryl Ryan will be assisting the board with the search.

## ABOUT THE COMMUNITY

The Highland Local School District is nestled among the rolling hills and extensive 900-acre park system of Medina County. With a population of approximately 170,000, Medina County is one of the fastest growing counties in Ohio. Within this progressive region, the Highland Local School District offers its students an achievement-oriented, opportunity-rich educational program within a country-living atmosphere.

Interstates 71 and 271 and State Routes 18 and 94 provide easy access to the area. Major hospitals, Cleveland Hopkins Airport and more than 10 institutions of higher learning are within a 45-minute drive. The school district's communities are predominantly rural-residential. The socio-economic make-up ranges from middle to upper income.

## ABOUT THE DISTRICT

The sprawling 79-square mile school district is

located in the eastern portion of Medina County, with a small portion located in Summit County. The school district educates students principally from Hinckley, Granger, Sharon and Montville townships. The Highland Local School District serves 3,300 students.

The district's mission states a commitment to the highest academic and behavioral expectations. In partnership with the community, the district provides a progressive and high quality program in a safe and dynamic life-long learning environment.

The district provides a wide array of quality programs to approximately 3,300 students. Students in grades nine-12 attend Highland High School; sixth through eighth graders attend Highland Middle School, and elementary school students (Pre-K through fifth) attend Sharon, Hinckley or Granger Elementary.

The award winning Highland High School building was opened in the fall of 2004. The building received the Outstanding Design award from the Council of Educational Facility Planners International and *School Planning & Management* magazine.

The school district is one of only 22 districts to receive an "Excellent Rating" from the Ohio Department of Education all 10 years the rating system has been in effect.

The district receives revenue for capital improvements from the Medina County Sales Tax, passed specifically for school support. It is the only Ohio county to have instituted a sales

tax targeted for educational and school use.

The school district provides a wide array of programs to students. These programs include instructional, support services, non-instructional services and extracurricular activities. Instructional programs provide regular instruction from kindergarten through 12th grades, special education for students with learning or other disabilities, and career and technical training for specific careers. Support services are divided into services that directly support instructional programs, provide administrative and fiscal support, maintenance of buildings and grounds, and pupil transportation. Non-instructional services provide food service operations for students and community activities. Extracurricular programs are designed to enhance the instructional experience for all students and include a wide variety of organizational, arts and athletic activities.

## LEADERSHIP CRITERIA

The Highland Local Schools Board of Education invites applicants who have financial leadership experience within an educational setting. The new treasurer of Highland Local Schools must hold an Ohio Treasurer Certification/License. The ideal candidate will be dedicated to excellence in all areas related to the financial operation of the district and able to work positively and proactively with the superintendent, the board of education, district staff members, a financial advisory committee and members of the community.

Candidates must possess a strong financial and administrative background in public schools and demonstrate that he or she:

- Is a person of integrity, who has high standards in honesty, ethics and personal conduct, as well as a sense of humor.
- Has excellent communications abilities, is a great listener and is skilled in working with boards of education and with members of the central office and teaching staff.
- Is a sound fiscal manager, able to understand and balance complex legal, financial and judicial requirements of the district with the needs of students and community, and willing to develop a strong cooperative relationship with the district's superintendent.
- Holds high expectations for self and others, especially in terms of accountability and accessibility.
- Is willing to be the district's spokesperson in terms of its financial needs and vision, and is able to be a resource person for the board of education and for other school-related organizations when financial issues or questions arise.
- Is able to be a fully functioning member of the leadership team. Someone who can set expectations, delegate, empower and motivate others while maintaining ultimate accountability.
- Is able to implement the board's strategic decisions with regard to budget and finance, and is able to direct and supervise other staff accordingly.
- Has documented success in finance and public sector funding and annual audits.
- Has demonstrated experience in utilizing sound management practices, along with strong human relations abilities.