The Application Process

Nominations of and applications by qualified candidates are encouraged. Candidates must complete and maintain an online dossier of application materials. These may be altered, updated and submitted at any time for any advertised OSBA opening.

Applicants must log in to the secure, online system through the OSBA website at www.ohioschoolboards.org. Click “Administrative Openings” and follow the appropriate prompts for instructions and a tutorial. Applicants may contact OSBA for a website password. Application materials will no longer be accepted through the mail.

The application process consists of completing the online application. The following items should be uploaded when completing the application:

- a letter of interest emphasizing qualifications and reasons for interest;
- an up-to-date résumé;
- the necessary Ohio certifications, licenses, credentials and transcripts;
- five OSBA Reference Forms, available on the OSBA website.

Additional materials that candidates would like to include can be uploaded as part of the online application dossier.

Note: Applicants should not make personal contact with board of education members. For information about the search, contact the OSBA search consultant.

Questions about the online application process may be directed to Debby Hoopes, OSBA senior administrative associate of search services, at (614) 540-4000 or dhoopes@ohioschoolboards.org.

District Financial Profile

Total valuation $ 91,851,170
Mills
Inside 4.4
Outside (voted) 15.6
Bond (voted) 6.4
Permanent improvement (voted) 2.4
Emergency levy 3.1
School income tax 1.25%

Appropriations
General fund $ 5,924,000
Total — all funds $ 12,082,000

Receipts
General fund
Local taxes 45% 40%
Local other 2% 12%
State 53% 47%
Federal 0% 1%

All funds
Local taxes 45% 40%
Local other 2% 12%
State 53% 47%
Federal 0% 1%

Expenditures per pupil
$ 10,924

Number of employees
Certificated 40
Non-certificated 27
Administrators 5

Bond rating — S&P
AA-

Average teacher salary $53,360
Bachelor’s degree 27.5%
Master’s degree 72.5%
Average years experience 14.8

Governmental and similar fiduciary funds:
General, federal and state, special revenue, permanent improvement, athletic, student activity, eTech.

Proprietary funds: Food service.

Compensation and Terms of Employment

The successful candidate will be offered a multiyear contract. The salary will be competitive and commensurate with experience and qualifications. A comprehensive benefits package is included.

Board of Education
Matthew Sheridan, president 5 years
Christopher Cross, vice president 3 years
Charlene Campbell 3 years
Gail Martindale 15 years
Chris Waymire 3 years

Tentative Timetable

Officially launch search Feb. 18
Application deadline March 29
Interviews begin week of April 15
Action to employ week of April 29 (tentative)
Employment begins June 1 (tentative)

Cedar Cliff Local Schools
is seeking outstanding applicants for the position of Superintendent
www.cedarcliffschools.org/
Application deadline
March 29, 2013

Cedar Cliff Local

OSBA School Board Services
8090 N. High St., Suite 100
Columbus, OH 43235-6481
The Cedar Cliff Local School District Board of Education is seeking qualified applicants for the position of superintendent. The board is searching for an innovative leader to replace Dr. David Baits, who will retire at the end of this school year. Dr. Baits has served the district for 23 years, 20 of which as superintendent. The new superintendent will be only the fourth in 57 years, and will join a leadership team consisting of a dedicated and committed board of education and Joy Kitzmiller, treasurer.

In addition to providing leadership for all programs and operations, the board is seeking an individual who will serve as a model of professionalism, capable of articulating and achieving the district’s educational mission and vision. Cheryl Ryan, deputy director of school board services at OSBA, is assisting the board with its search.

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The Cedar Cliff School District superintendent is the district’s chief executive officer. It is his or her responsibility to advise board members on administrative matters, execute policies and decisions made by the board, and operate the district efficiently and effectively. The board is proud of its history of positive and stable working relationships with superintendent and staff, and looks forward to establishing a similar relationship with a new superintendent.

The District

In the Cedar Cliff School District, students are encouraged to develop a sense of individual student civic duty and moral integrity. Community pride is evident by the number of families involved in a variety of school projects, such as the Strategic Planning Committee, band and athletic boosters and PTO.

The district recently adopted new vision and mission statements. Its mission is to “provide students with the best, well-rounded education that teaches, challenges and develops the mind, body and character and prepares responsible graduates who contribute within society.” Its vision is, “Teach, challenge, develop … mind, body, character.”

The district and the Cedarville and Clifton communities are proud of a new, state-of-the-art pre-K-12 school building. Although the last stages of construction are ongoing, the district’s nearly 600 students moved into the building, located near the center of town, in January. For several years, the district has achieved and maintained a rating of “excellent” from the Ohio Department of Education. US News and World Report selected the Cedar Cliff School District as one of the best high schools in America, and student SAT and ACT scores rank among the highest in the Dayton region.

The Community

Cedarville, Ohio, is a welcoming, close-knit community originally settled in 1801. It is located approximately 10 minutes from the larger communities of Xenia and Yellow Springs. Cedarville enjoys a central location within an hour’s drive of Columbus and Cincinnati, and a half-hour from Dayton and Springfield. The community is home to Cedarville University, the town’s largest employer, and is within an hour of several other colleges and universities, including Wittenberg University, Wright State University, Antioch College, University of Dayton, and The Ohio State University. Workplace Dynamics, a business publication, has named Cedarville a “Top Workplace.”

Cedarville has many cultural options. Seasonal and outdoor activities abound throughout this college town, and the historic Cedarville Opera House is home to many musical and theatrical events. The historic Clifton Mill draws visitors from across the midwest who come to view its amazing holiday light display. The area is a popular destination for bicyclists and runners, with established trails crisscrossing Greene and adjacent counties.

Qualifications

The Cedar Cliff Local School District Board of Education is searching for a superintendent with a solid educational background, proven leadership capabilities, unquestionable honesty and integrity, and superior interpersonal and communication skills. Candidates are expected to possess a strong financial and administrative background in public schools, be committed to the highest personal and professional standards, and demonstrate that he or she:

- is committed to strong, positive and ongoing board/superintendent relations;
- is active and visible within the school and greater community, with an ability to instill trust in all stakeholder populations;
- is a positive and collaborative leader, who embraces his or her role as an active cheerleader and public relations expert in the district;
- is a person of integrity and personal accountability, with high standards of ethics, honesty and transparency;
- is a highly effective communicator, able to use all channels and technologies to interact regularly with the board, staff and community;
- is child-centered and keeps students at the core of each decision, able to balance these needs with the district’s legal, judicial and financial requirements;
- is visionary, able to think long-term and within a collaborative, strategic plan, but willing to challenge current levels of achievement in order for all children to gain higher levels of success;
- can show a proven record of success, and an ability to set expectations, delegate and motivate all staff while maintaining accountability.