

District Financial Profile

Total valuation	\$341,320,720	
Mills		
Inside		4.00
Outside (voted)		49.31
Bond (voted)		2.35
Permanent improvement		1.00
Classroom facilities		0.50
Appropriations		
General fund	\$22,653,811	
Total — all funds	\$28,481,084	
Expenditure per pupil	\$7,556	
Receipts	General fund	All funds
Local taxes	42%	39%
Local other	7%	10%
State	51%	44%
Federal	0%	7%
Enrollment	2,784	
Number of employees		
Certificated		160
Non-certificated		107
Administrators		16
Bond rating		
Moody's		Baa1
S&P		A
Average teacher salary	\$49,798	
Bachelor's degree		27%
Master's degree		73%
Average years experience		15

Salary and Contract

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

Board of Education

Kathy Venema, board president	10 years
Dawn Iannantuono	18 years
Michael Klepper	2 years
Shirley Smith	6 years
Roland Zimmerman	2 years

Tentative Timetable

Officially launch search	Sept. 18
Application deadline	Oct. 21
Interviews begin	week of Nov. 4
Act to employ	Nov. 26
Superintendent on-site	Jan. 2 (tentative)



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 Superintendent/Treasurer Search 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.



OSBA School Board Services
8050 N. High St., Suite 100
Columbus, OH 43235-6481

Tiffin City School District

is seeking outstanding applicants for the position of

Superintendent



www.tiffin.k12.oh.us

**Application deadline
October 21, 2013**

The Search

The Tiffin City School District Board of Education is seeking qualified applicants for the position of superintendent. The new superintendent will replace Donald Coletta, who has announced his retirement effective Dec. 31, 2013. He has served as the district's superintendent for nine years.

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 W. Ryan is assisting the board with its search.

The Tiffin City School District superintendent is its 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 district is proud of its record of student and staff achievement and accomplishment, and looks forward to finding a superintendent who will build and implement a vision to move the district to new levels of excellence.

The District

The vision of the Tiffin City School District is "Great Schools! Great Students! Great Future!" Its mission offers a guarantee that all students will achieve success at reaching their full educational potential.



Approximately 2,750 students attend school in one of five district buildings: Washington K-1, Krout 2-3, Noble 4-5, Tiffin Middle School for grades six to eight and Columbian High School for students in grades nine to 12. Students interested in career and technical programs can choose from a variety of offerings at the Vanguard-Sentinel Career and Technical Centers. The district is in the middle of several facility enhancement projects, including energy savings, windows and athletic stadium renovations.

The Community

Tiffin, located on the banks of Ohio's historic Sandusky River, is home to approximately 18,000 residents. It takes pride in its reputation as an "education city," based on the district's strong reputation and the fact that the community is home to two institutions of higher education: Heidelberg University and Tiffin University. Bowling Green State University, Ashland University, the University of Toledo and the University of Findlay are within easy driving distance.

Tiffin is the county seat of Seneca County, one of the richest agricultural counties in the state. It also has a strong, diversified manufacturing base. Tiffin enjoys a great, centralized location, providing residents easy access to Findlay, Bowling Green, Toledo, Mansfield and Lake Erie in about an hour's drive.

A variety of sports and recreation programs are available in Tiffin. The town is home to 13 city parks and several outstanding golf courses. Tiffin is also home to a new \$60 million hospital operated by Catholic Health Partners (Mercy). Tiffin City Schools hosts the Cross Country Carnival — the nation's second largest cross-country event — each September. The Tiffin Seneca County Heritage Festival, held annually in the fall, is Ohio's eighth-largest community festival. Tiffin has a statutory form of government, with a mayor, city council, city manager and treasurer.

Qualifications

The Tiffin City School District Board of Education is searching for a superintendent with a deep passion for children, a student-centered philosophy, proven leadership capabilities, excitement about the district's future, unquestionable honesty and integrity, and superior interpersonal and communication skills. A person with these characteristics will be enthusiastically welcomed and supported.

Candidates are expected to possess a strong background in public school administration, be committed to the highest personal and professional standards, and demonstrate that he or she:

- Has significant experience and ability in managing and leading groups through short- and long-term continuous improvement and strategic planning initiatives.
- Is committed to maintaining high standards for self and others, and increasing accountability for improved results at all levels.
- Looks forward and is able to build an ongoing trusting and positive relationship within the school and greater communities.
- Has excellent listening and speaking skills, and is able to use these abilities to build investment in school district activities.
- Is open to ideas expressed by the board, staff, parents, students and community, and has the skills and abilities to use these ideas effectively.
- Is a person of high integrity, who cares about honesty, ethics and personal conduct, but who also has a sense of humor and enjoys the role of superintendent.
- Has visionary skills to guide and lead the development of the district, as well as practical business skills to keep it focused and working within budget.
- Is a manager able to effectively balance the legal, judicial and financial requirements with the needs of students and the desires of the community.
- Is an educational leader able to develop, supervise and support teachers and administrators, inspire high performance and find satisfaction in the accomplishments of others.