

Benton-Carroll-Salem Local School District
is seeking qualified applicants for the position of



ASSISTANT SUPERINTENDENT

THE SEARCH

The Benton-Carroll-Salem Board of Education in Oak Harbor, Ohio, is seeking highly qualified applicants for the position of *Assistant Superintendent*.

The Board anticipates selecting a candidate in early April, with formal appointment to follow at a scheduled Board meeting.

The application deadline for this search is *Friday, March 27*.

Working in close collaboration with the Superintendent and Treasurer, the Assistant Superintendent serves as a key member of the district's leadership team. This position supports the district's academic programs, student services, and operational initiatives while helping to advance the district's strategic vision.

The Assistant Superintendent assists in overseeing day-to-day operations, supporting building administrators, guiding curriculum and instructional initiatives, and ensuring compliance with state and federal regulations. The role also includes effectively communicating with staff, families, and the community regarding district programs, performance, and continuous improvement efforts.

The successful candidate will demonstrate strong leadership, organizational expertise, integrity, and a commitment to sustaining and strengthening the tradition of excellence at Benton-Carroll-Salem.



#OHRockets



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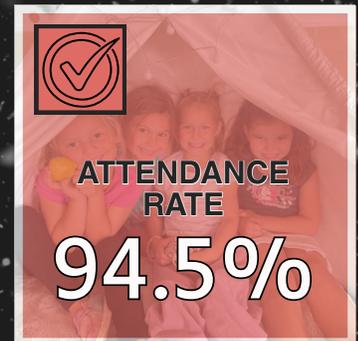
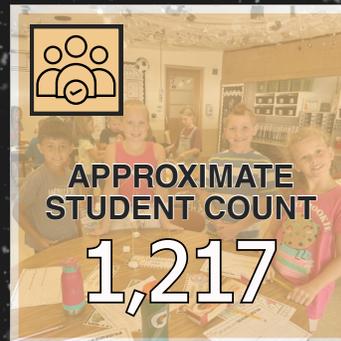
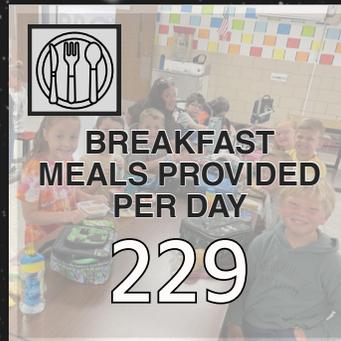
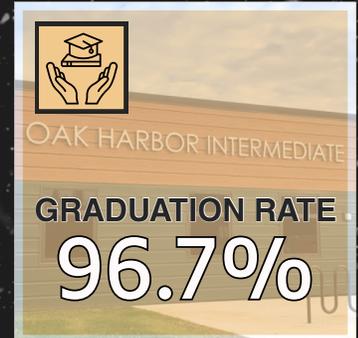
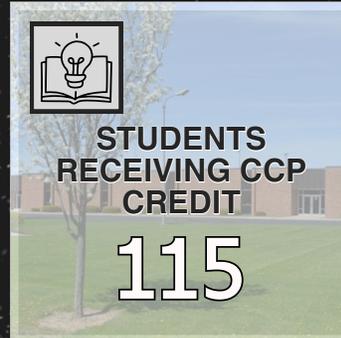
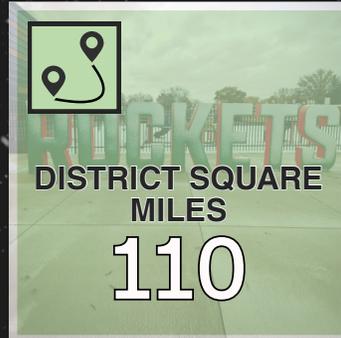
Application Deadline: March 27, 2026

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The Elements of B-C-S

District Composition 2024-2025

Just like elements combine to form something stronger, the numbers behind Benton-Carroll-Salem come together to tell a bigger story. These figures are more than statistics—they represent the essential elements that make up our small, tight-knit Rocket family.



Each day, Benton-Carroll-Salem delivers a carefully balanced composition of services designed to support student success: safe transportation, nutritious meals, well-maintained facilities, and personalized instruction from dedicated staff who know our students by name.

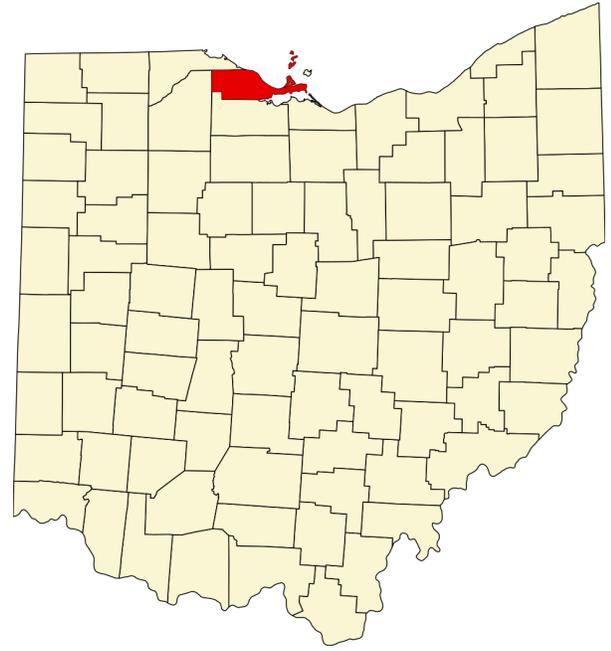
When discussing the cost of public education, it's important to understand what that daily investment provides. At B-C-S, that investment fuels far more than classroom learning. It supports the full system required to educate, care for, and connect with our Rockets—academically, socially, and emotionally—every single day.

We are grateful for the continued support of our community and taxpayers. Through thoughtful stewardship of public resources, Benton-Carroll-Salem delivers a strong return on investment: thriving students, a connected community, and a district built on the essential elements that help Rockets launch toward their future.

THE DISTRICT

Located in Oak Harbor, Ohio, the Benton-Carroll-Salem Local School District proudly serves approximately 1,300 students in grades K-12 on 2 campuses that fosters connection, collaboration, and community pride.

B-C-S is a 4.5-Star Rated District and ranks in the Top 8% of school districts in Ohio, reflecting our unwavering commitment to academic excellence and continuous improvement. We are proud to be #1 in Ottawa County and to consistently demonstrate strong student growth and achievement.



At Benton-Carroll-Salem, we believe every Rocket's future is limitless. Our mission is to prepare students for success beyond graduation by ensuring they are ready to be enrolled, employed, or enlisted. Students benefit from rigorous academic coursework, STEM initiatives, College Credit Plus opportunities, and career-focused pathways designed to launch them into their chosen futures.

Upperclassmen may also participate in career-technical programs, earning industry-recognized credentials and certifications that provide a competitive edge in the workforce.

Through strong academics, dynamic extracurricular programs, and meaningful community partnerships, B-C-S continues to ignite potential and propel our Rockets toward success.

THE COMMUNITY

Nestled in Northwest Ohio along the shores of Lake Erie, the Benton-Carroll-Salem Local School District serves the Village of Oak Harbor and the surrounding rural communities of Ottawa County. The district is conveniently located near State Routes 2 and 163, providing easy access to Toledo, Port Clinton, and Sandusky while maintaining the close-knit feel of a small-town community.

Board of Education

Member	Years on the Board
Heather Dewitz, President	15
Aaron Avery, Vice President	2
Kim Dusseau	20
Erin Moss	1
Troy Wittman	1



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Oak Harbor is a community deeply rooted in tradition, pride, and support for its schools. Residents consistently rally behind Benton-Carroll-Salem students in academics, athletics, and extracurricular programs. The district regularly hosts events that bring generations together, including senior citizen luncheons and community engagement initiatives that highlight student talent and achievement.



One of the community’s signature celebrations is the annual Oak Harbor Apple Festival, held each October. This multi-day event features a parade, local vendors, student performances, athletic competitions, and fireworks—drawing visitors from across the region. The Ottawa County Fair, held each summer in nearby Oak Harbor, showcases the talents of B-C-S students in livestock, agriculture, fine arts, and fair royalty competitions.



The strong partnership between the school district and the community reflects a shared commitment to excellence, opportunity, and pride in the success of every Rocket.



LEADERSHIP CRITERIA

The Benton-Carroll-Salem Local School District Board of Education is seeking a highly qualified and motivated leader to serve as Assistant Superintendent. The Board welcomes applicants with successful experience as a school administrator or principal who demonstrate collaborative leadership, strong organizational skills, and a commitment to excellence.

The Assistant Superintendent will serve as a key member of the district’s leadership team, helping to advance the district’s strategic goals and support the continued success of our Rockets. The ideal candidate brings high energy, a solutions-oriented mindset, and the ability to turn vision into action through both short-term planning and long-range improvement efforts.

Students and Staff at a Glance			
Enrollment		Approximately 1,300	
Number of Employees		Average Teacher Salary	
Certificated	98	Bachelor’s degree	\$53,444
Non-certificated	103	Master’s degree	\$74,668
Administrators	13	Average years of experience	15.6



The successful candidate must hold, or be able to obtain, appropriate Ohio licensure in good standing. The Board seeks an individual who demonstrates strength and accomplishment in the following areas:

- The ability to work collaboratively, visibly, and effectively with the Superintendent, Board of Education, administrators, staff, students, parents, and community partners
- A student-centered leader who understands curriculum, instruction, assessment, and continuous improvement, and who is committed to launching every Rocket toward success
- Strong operational and organizational expertise, supporting day-to-day district functions while maintaining compliance with state and federal requirements
- Sound fiscal awareness and the ability to balance legal, financial, and educational priorities
- A creative thinker who embraces innovation, supports academic growth, and believes all students can achieve at high levels
- A leader who strengthens district culture and morale while promoting accountability and high expectations
- A collaborative team builder who develops and supports staff talent and finds fulfillment in the success of others
- A person of integrity who models professionalism, honesty, and ethical leadership

The Benton-Carroll-Salem Board of Education is seeking a leader who will help propel the district forward, build upon our tradition of excellence, and continue to ignite opportunity for every student we serve.

TERMS OF EMPLOYMENT AND COMPENSATION

The Benton-Carroll-Salem Local School District Board of Education will offer a competitive compensation package designed to attract an exceptional leader ready to help propel our Rockets forward. The position includes a multi-year contract with provisions for annual review and evaluation. Salary and fringe benefits will be commensurate with the selected candidate's education, experience, and qualifications. This position has the opportunity for professional growth and advancement.

APPLICATION PROCESS

Qualified candidates are invited to apply, with all application submissions and materials sent to Mrs. Cathy Bergman, Superintendent, using the contact information to the right. Application materials are subject to Ohio's public records laws.

We look forward to identifying a leader who is ready to launch innovation, strengthen excellence, and continue building momentum for every Rocket we serve.

Questions & Application Submissions

Cathy Bergman, Superintendent
 (419) 898 - 6210
 cbergman@bcssd.com

Tentative Search Timeline

Application deadline	March 27, 2026
Interviews	Early April
Employment Begins	August 1, 2026