

Application Process

Craig Kupferberg, Superintendent of the Allen County Educational Service Center is assisting the Bath Board of Education in its search for a Superintendent.

All interested parties should submit the following: a letter of interest outlining qualifications and reason for interest in the position; copy of current Ohio Superintendent Certificate/License or evidence that one is obtainable; updated résumé; credentials and transcripts; three current letters of professional reference, and a sample of communication to staff, community or Board of Education.

Note: Applicants should not make personal contact with board of education members.



Direct all inquiries and application materials to:

Craig Kupferberg, Superintendent
Allen County Educational Service Center
1920 Slabtown Road, Lima, Ohio 45801

Email: supt@allencountyesc.org
Phone: 419-222-1836, ext. 104

The Bath Local Schools District is an equal opportunity employer and does not discriminate against any employee, prospective employee/applicant on the basis of race, color, religion, national origin, sex, disability, sexual orientation, age or other protected categories in respect to hiring, work assignment, compensation and advancement or promotion.

District Financial Information

Total Valuation	\$398,528,930
Effective Millage	
Inside	6.15
Outside	28.45
Bond	2.5
Permanent Improvement	3.25
Appropriations	
General fund	\$21,618,082
Total - all funds	\$28,171,306
Receipts/General Fund	
Local Funding	58.9%
State Funding	41.1%
Carryover	\$14,972,649



Enrollment	1,735
Number of Employees	
Certificated	108
Non-certificated	81
Administrators	13
Average Teacher Salary	\$73,239
Bachelor's Degree	27
Master's Degree	81
Advanced Degrees	75%
Average years of experience	16



*The Bath
Local School District
is seeking qualified applicants
for the
position of
Superintendent*



Bath Elementary School

*www.bathwildcats.org
Application Deadline
March 27, 2026*



The Search

The Bath Board of Education is seeking qualified applicants for the position of Superintendent.

Qualifications

The Board has identified the following qualifications as having particular importance for the position of Superintendent:

- Must hold or qualify for an Ohio superintendent certificate. All candidates are expected to possess a strong administrative background in public schools.
- Experience as a school administrator with superintendent experience preferred.
- Commitment to the highest personal and professional standards.
- A comprehensive understanding of Ohio school law, finance and regulations, and financial reporting.
- Self-starting skills with a positive team attitude.
- Keen business management skills in the areas of long-range planning, fiscal forecasting, personnel management, collective bargaining and insurance management.
- The ability to work as an articulate, straightforward communicator with strong interpersonal skills and demonstrated ability to work tactfully, creatively and visibly with school board members, administrators, staff, students, parents, the community and state elected officials.
- Visionary and strong multi-tasking skills, with the ability to organize and synthesize information efficiently which produces short and long-range plans for continuous improvement.
- Experience with and knowledge of The Ohio Bureau of Worker's Compensation
- Personal integrity, as well as a record of being loyal, positive, enthusiastic and organized with a strong work ethic.
- Able to be a curriculum visionary at all educational levels.

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- Thorough knowledge of and successful experience in sound fiscal management practices.

Salary and Contract

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

About the District

Bath School is a K-12 public school district with an elementary school (grades K-5), a middle school (grades 6-8) and a high school (grades 9-12), all located on one campus on Bible Road in Lima, Ohio. Located in Allen County, Ohio, the Bath Local School district encompasses 43 square miles and includes the village of Cairo.

Bath Local Schools offer challenging academic programs and career education to all our students, placing them on a pathway that will set them up for success beyond their school years. We partner with Marimor Industries, Apollo Career Center, the Allen County Board of DD, Rhodes State College, The Ohio State University-Lima, University of Findlay, Ohio Northern University, Bowling Green University and UNOH to help our students reach their full potential. 73% of our teachers hold a master's degree or higher and have an average of 14 years of teaching experience.

Extra-curricular activities are encouraged and well-supported. Students participate in a wide range of organizations and excellent music programs.

Bath Local Schools is host to a strong music department, with solid support from the Bath Music Association. You will find the "Tradition of Excellence" band on our football field Friday nights and the pep band entertaining fans during home basketball games. Band and choir are offered to every student grades 5-12. We have a long tradition of strong support of a full slate of athletic teams in the competitive WBL Conference.

The district is led by a veteran administrative team, and all three school buildings consistently demonstrate high academic achievement, with Bath Elementary ranked #29 in the state of Ohio.

Tentative Timetable

Application Deadline: March 27, 2026
Interviews Begin: March 30, 2026
Duties to Begin: August 1, 2026

The Community

Bath Local School is located in Bath Township, which is just east of Lima in Allen County, Ohio. Lima and surrounding communities have a population of approximately 85,000. Bath Township has approximately 10,000 residents.

Lima boasts two fine hospitals: St. Rita's Medical Center and Lima Memorial Hospital. Additional medical facilities include a Cancer Treatment Center, a Coronary Care Unit as well as the Orthopedic Institute of Ohio/Institute for Orthopedic Surgery.

Other major local employers include the Ford Motor Company, Procter & Gamble, General Dynamics, Ashland, Cenovus Energy, Fort Amanda Specialties, INEOS and Nutrien. Lima is also the home for outstanding educational institutions such as The Ohio State University at Lima, Rhodes State College and the University of Northwestern Ohio. Other regional universities include Ohio Northern University and Bluffton University.

Board of Education

Mike Leidy, president	2 Years
Rick Kennedy, vice president	3 Years
Stephanie Ernest	2 Years
Jessica Kelly	4 Years
Phil White	4 Years