



NORTHMONT CITY SCHOOLS

IS SEEKING QUALIFIED APPLICANTS FOR

SUPERINTENDENT

Application Deadline: December 8, 2025

The Mission of Northmont City Schools is to provide our students an exceptional education with diverse opportunities so they maximize their potential and are productive, responsible citizens.

THE SEARCH

The Northmont City School District Board of Education is seeking qualified candidates for the position of Superintendent. The board seeks a proven education leader to fill the vacancy created by the retirement of the current superintendent. The new superintendent is expected to take office on or before August 1, 2026.



THE COMMUNITY

Northmont City Schools serves a vibrant and diverse community located in the northern part of Montgomery County, Ohio. The district encompasses the cities of Clayton, Englewood, Union, Phillipsburg, and portions of Clay Township. This close-knit suburban area offers a welcoming, family-oriented environment with strong community pride and support for education. Residents value high academic standards, extracurricular excellence, and opportunities that prepare students to become successful, responsible citizens. Northmont's blend of residential homes, recreational spaces, and easy access to the Dayton metropolitan area makes it a great place to live, learn, and grow.



NORTHMONT CITY SCHOOLS

THE DISTRICT

Northmont City Schools continues the tradition and heritage of academic, athletic, and fine arts excellence that began over 50 years ago. Northmont City Schools is the essential element that blends multiple municipalities together into a community that supports quality education.

The district encompasses 44 square miles, includes one preschool, one early learning center, four elementary schools, one middle school, and one high school and serves around 4700 students. Both the Kleptz Early Learning Center (KELC) and the High School are state of the art facilities. The KELC opened in 2014 and the High School moved into its new building in January of 2016. Many Northmont students also attend the Miami Valley Career Technology Center to enter career paths and further their education.

To learn more, visit the District's Profile:
www.northmontschools.net/district-profile

District Composition

High School (9-12) --- 1 Building
Middle School (7-8) --- 1 Building
Elementary (2-6) --- 3 Buildings
Elementary (3-6) --- 1 Building
Early Learning Center (K-2) --- 1 Building
PreSchool --- 1 Building

District Enrollment = approx. 4700 students
Certified Employees = 340
Non-Certified Employees = 356
Administrative Employees = 27

Financial Information

Operating Millage - Tax Year 2024

Inside	6.10
Outside Voted	69.85
Effective Residential	27.31
Effective Commercial	40.15
Bond	2.6
Permanent Improvement	1.7
Total Valuation	\$1,012,836,400

Appropriations - FY26

General Fund	\$71,883,502
Total (All Funds)	\$83,770,363

General Fund Revenue - FY 24

Local Taxes	41.25%
State Funds	39.99%
Other	18.76%

BOARD OF EDUCATION

Linda Blum, President
Jane Woodie, Vice President
Dr. Gerry Espeleta
Chris Pulos
Nick Orrill



NORTHMONT CITY SCHOOLS

LEADERSHIP CRITERIA

The ideal candidate must be committed to the highest personal and professional standards. They must serve as an exemplary leader in the district and community. The Superintendent must maintain integrity and ethics in all matters. The successful candidate will demonstrate the following major characteristics:

- An inspirational leader with a deep commitment to cultivating, sustaining, and enhancing a positive school and district culture that values collaboration, responsibility, and continuous growth.
- A collaborative leader skilled in team building who works effectively with the Board, administration, and staff to foster shared commitment to district continuous improvement.
- A leader who actively promotes and celebrates the district's achievements.
- An individual with strong organizational abilities who can sustain and communicate a clear and strategic direction for the district.
- An instructional leader who develops and supports teaching and administrative talent, fosters accountability, inspires excellence, and takes pride in the success of others.

- A leader who keeps the Board well-informed on school matters and builds a partnership grounded in transparency, collaboration, trust, and mutual respect.
 - An educational leader with a proven record of improving student achievement and growth using data-driven decision making processes.
 - A decisive leader who seeks stakeholder input before making thoughtful, transparent decisions.
 - A visionary, innovative thinker capable of developing both short- and long-term plans aligned with Northmont's Strategic Plan.
 - An articulate and straightforward communicator with excellent interpersonal skills, able to work respectfully and effectively with Board members, administrators, staff, students, parents, community stakeholders, and state officials.
 - A visible and approachable leader who builds trust throughout the district and community.
 - An engaged community member who values accessibility and active participation in district and community events. Willingness to impact state-level decision making.
- Prior successful experience as a superintendent is preferred.

COMPENSATION AND TERMS OF EMPLOYMENT

The Board intends to offer the successful candidate a contract, as per law. The salary will be commensurate with experience and qualifications.



NORTHMONT CITY SCHOOLS

Application Deadline: December 8, 2025

APPLICATION PROCESS

Qualified individuals are encouraged to apply. Please submit:

- A cover letter and resume emphasizing qualifications and interest
- List at least three (3) references from associates or board members who can speak to the candidate's qualifications and work experience
- A copy of the current Ohio Superintendent Certificate/License
- Credentials and transcripts.

All application materials can be mailed to the following:

Northmont Board of Education
1150 W. National Rd.
Englewood, Ohio 45315

Or emailed to:

Lblum@northmontschools.net



TIMELINE

Announce Vacancy- October 28, 2025

Application Materials Due- December 8, 2025

Initial Interviews- January 2026

Final Interviews- January/February 2026

Action to Employ- February/March 2026

Est. Begin Employment- TBD



Northmont City Schools Board of Education is an Equal Opportunity Employer. The Board of Education does not discriminate in its programs and activities, including employment opportunities, on the basis of race, color, national origin, sex, disability, age, religion, military status, genetic information (collectively, "Protected Classes"), or any other legally protected category