

EXECUTIVE SEARCH SERVICE

Sibley East Public Schools is seeking an exceptional leader to serve as Superintendent



ABOUT SIBLEY EAST

The Sibley East School District is located in south-central Minnesota. The school district covers 248 square miles, and serves the communities of Arlington, Gaylord & Green Isle.



LEADERSHIP PROFILE

The Sibley East School Board seeks a superintendent who:

- Acts with honesty and in an ethical manner with the School Board, staff, and community
- Has experience in school finance
- Is visible and accessible to the School Board, staff, students, parents, and community
- Is a “people person” with proven abilities in human relations and communications
- Develops trust and works collaboratively with diverse groups of stakeholders
- Values teamwork; effectively mediates and accommodates different perspectives
- Has experience in fundraising and/or grant writing
- Delegates authority while maintaining accountability
- Is a visionary, creative thinker

SIBLEY EAST MISSION/VISION

In partnership with district residents, it is committed to educational excellence and growth for all students.” Our schools are committed to offering a comprehensive educational program and work collaboratively with the district residents, community groups and businesses to provide our students with a variety of learning experiences, within our buildings and at a variety of off-site locations.

DIRECTORATE POSITIONS

- Full-Time Business Manager
- MS/HS Principal
- Activities Director/Dean of Students
- Elementary Principal
- Community Education Director
- Teaching and Learning Coordinator
- Technology Coordinator
- School Nurse
- Transportation Coordinator (Contracted)
- Food Service Director (Contracted)

APPLICATION DEADLINE

To be considered for this position, an applicant’s completed file must be received by SCSC prior to **12 p.m. on January 2, 2026.**

SEARCH TIMELINE

Application Deadline	January 2, 2026
First Round Interviews	January 26, 2026
Second Round Interviews	February 2, 2026
Approve Contract	February 17, 2026
Superintendent Begins	July 1, 2026

DISTRICT FINANCIAL HIGHLIGHTS

FY2025 Finances

General Fund Revenue	\$16,142,376.00
General Fund Expenses	\$15,715,081.00
Unassigned Fund Balance	\$3,700,000.00

(23.5% of General Fund Expenses)

Currently No Operating Referendum in place (Board will likely run again in November of 2026)

Bond Referendum for Elementary School and MS/HS renovation in place until 2040



SALARY AND BENEFITS

Competitive compensation and benefits package based upon candidate's background and experience. Salary Range \$145,000-\$152,000 depending on experience.

SCREENING TEAM

A team from the South Central Service Cooperative has been selected to assist the School Board in securing and screening applicants. The search team will be led by Jeff Bertrang, SCSC, Advisory Services – Member District Administration.



mncsc.org/school-searches

DEADLINE AND SELECTION

SCSCs Executive Search Service uses an online application process: to begin the application, please visit <https://www.surveymonkey.com/r/VDPRV78> • To be considered for this position, an applicant's completed file must be received by SCSC prior to **12 p.m. on January 2, 2025**. • Contact Jeff Bertrang at 507-389-1774, jbertrang@mncsc.org with questions. • Applicants are requested not to contact school board members. • Sibley East Public Schools is an equal opportunity employer. The SCSC Executive Search Service is an equal opportunity search agency.

ABOUT THE COMMUNITIES

Arlington was laid out in 1856 and officially approved as a town on May 11, 1858. The city was designated as a Minnesota Star City in 1990 and Tree City USA in 2008. Come explore the rich history and vibrant community of Arlington, where small town charm meets modern amenities.

Gaylord is growing with about 2,300 residents, rich in character and history. Gaylord offers a healthy environment, strong business community, modern schools and excellent health care facility.

Green Isle is a community that combines the charm of small-town life with convenience. Green Isle offers a connected community, community events, modern infrastructure, affordable housing, and great recreation.

SCHOOL BOARD MEMBERS

- Sarah Ziegler, Board Chair - 11 years on the board - Term Ends (12/2026)
- Laura Reid, Board Treasurer - 11 years on the board - Term Ends (12/2026)
- Ashley Latzke, Board Vice-Chair - 3 years on the board - Term Ends (12/2026)
- Rachel Lueth, Board Director - 5 years on the board - Term Ends(12/2028)
- Jon Hazelwood, Board Clerk - 5 years on the board - Served a 4-year term, then off for 4 years, now back on the past year- Term Ends (12/2028)
- Greg Homme - 1 year on the board - Term Ends (12/2028)

Application Deadline: January 2, 2026 at 12 p.m.

NEGOTIATIONS STATUS

- Teacher Agreement settled for 25-26 and 26-27
- Non-Certified Groups/Individual Agreements settled for 25-26 and 26-27
- Employee Agreements for Paraprofessionals (SEIU 284) and Principals up after 25-26

NUMBER OF EMPLOYEES

- 88 Certified/Licensed Staff
- 52 Classified
- These do not include food service or transportation staff as those areas are contracted services and are considered employees of the contractor.

SUPPORT STAFF

- District Food Service Finance/Payroll Individual
- District AP/AR/MARSS/HR Individual
- Two administrative assistants in the elementary and middle school/high school sites
- Technology Assistant



TRANSPORTATION & FOOD SERVICE

- Transportation is contracted through 4.0 Bus Services (Current contract is through 26-27 school year)
- Food Service is through Chartwell (Current contract is through 26-27 school year)

STUDENT ENROLLMENT

- Currently 1080 in PreK-12, 1045 in K-12
- Enrollment has seen a slow decrease over the past five years (roughly .5% per year)

FACILITY PLAN

- Elementary School is less than 20 years old
- MS/HS Building is a combination of newer addition and older renovated portion
- Bonds on the buildings will be paid off by 2040
- Only item of issue is the status of the swimming pool



COMMUNITY EXPECTATIONS/ENGAGEMENT

- Seeks a comprehensive educational program
- Three communities (Arlington, Gaylord, Green Isle)
- Strong Community Education Program that provides opportunities for community involvement



Application Deadline: January 2, 2026 at 12 p.m.