

EXECUTIVE SEARCH SERVICE

Madelia Public Schools is seeking an exceptional leader to serve as Superintendent



ABOUT MADELIA

Madelia is approximately 25 miles southwest of Mankato. The Madelia School District serves approximately 660 students in PreK-12th grade programs.



LEADERSHIP PROFILE

The Madelia 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
- Delegates authority while maintaining accountability
- Is a visionary, creative thinker

APPLICATION DEADLINE

To be considered for this position, an applicant’s completed file must be received by SCSC prior to **12 p.m. on March 31, 2026.**

SEARCH TIMELINE

Application Deadline	March 31, 2026
First Round Interviews	April 7, 2026
Second Round Interviews	April 13, 2026
Approve Contract	April 16, 2026
Superintendent Begins	July 1, 2026

EMPOWERING EVERY STUDENT TO ACHIEVE EXCELLENCE FOR LIFETIME SUCCESS.

MADELIA MISSION

The mission of the Madelia Public Schools is to provide all students an educational foundation which consists of the mastery of core competencies that will empower them to become local and global citizens who are inspired to achieve lifetime success in a diverse and changing world.

VISION

Madelia Public Schools are committed to creating a supportive and inclusive learning experience so all students recognize their talents, possess the skills to navigate the world, and positively contribute to their community through advocacy and justice.

DISTRICT FINANCIAL HIGHLIGHTS

2025 Audit Findings

Revenues:	\$10,905,824
Expenditures:	\$10,313,784
June 30, 2025 Fund Balance:	\$4,119,116

POSITION DESCRIPTION

Madelia Public Schools is seeking a full time Superintendent as of July 1, 2026 for the 2026-2027 school year. Candidates must possess licensure as a Superintendent in the State of Minnesota or demonstrate their ability to secure licensure by July 1, 2026. Previous experience as a superintendent is preferred but not required.

JOB REQUIREMENTS

The Madelis School Board seeks a superintendent who will:

- Manage school district operations
- Provide solid day to day management of financial and personnel resources
- Provide informed recommendations to the school board for consideration and action
- Strong communication skills
- Understanding of school finance
- Ability to lead teams and groups of people for the future planning of Madelia Schools
- Active community involvement

SALARY AND BENEFITS

Salary Range of \$140,000-\$145,000. Competitive compensation and benefits package based upon candidate's background and experience.

<https://www.madelia.k12.mn.us/>

MADELIA SCHOOL BOARD

Independent School District 837 is guided by a seven-member School Board that provides forward-thinking leadership to the Madelia Public School System. Members serve four-year terms and are elected by school district residents. Four of the seven School Board seats will be up for election in 2026.

School Board Members:

Steve Sorenson, Chair (2026); Julie Pace, Vice Chair (2026); Ryan Lais, Clerk (2031); Ben Odegard, Treasurer (2031); Summer DeLaCruz (2026); Jane Hanson (2026); Veronica Castro (2031).

COMMUNITY EXPECTATIONS & ENGAGEMENT

Excellent community collaboration between district, City of Madelia, Chamber, and Madelia Redevelopment Corporation.

DISTRICT SNAPSHOT

- **Student Enrollment:** 669 students (PreK-12)
- **Enrollment Trend:** Enrollment has remained stable.
- **Employees:** 105 total staff
 - **Certified Staff:** 55
 - **Classified Staff:** 50
- **Facilities:** 2 school buildings
 - Elementary School (PreK-6)
 - High School (7-12)
- **Student Population:** The district proudly serves a significant multilingual student population

Application Deadline: March 31, 2026 at 12 p.m.

FACILITIES PLAN AND STATUS

- Voters approved a \$30.5 million bond referendum to support significant facility improvements across the district.
- The district is currently in the design phase of the project, with design expected to be completed by July 1, 2026.
- More information about the facilities plan and project updates is available on the district website.
<https://www.madeliareferendum2025.com/>

ADMINISTRATIVE STRUCTURE

- Full-Time Superintendent
- Full-Time High School Principal
- Full-Time Elementary Principal
- Part-Time Activities Director
- Part-Time Community Education Director (shared with St. James – host district)
- Business Manager, Payroll, and Human Resources services provided through SMS (School Management Services)



TRANSPORTATION SERVICES

Student transportation services are provided through **Madelia Bus Service**, owned by **Gaylen Lenz**. The district currently operates under a **five-year transportation contract** with the company.

STAFF SUPPORT SERVICES

The district provides a variety of support services to assist students, staff, and district operations, including:

- Interpreters
- Paraprofessionals
- Administrative assistants
- Executive assistant
- Director of Buildings and Grounds
- Custodial staff
- School nurse
- School counselors
- Teaching staff

Food service operations are provided through Taher Food Service.

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/BRQGS23> • To be considered for this position, an applicant's completed file must be received by SCSC prior to **12 p.m. on March 31, 2026**. • Contact Jeff Bertrang at 507-389-1774, jbertrang@mncsc.org with questions. • Please mark any correspondence and/or envelopes "Madelia Public Schools Superintendent Search." • Applicants are requested not to contact school board members. • Madelia Public Schools is an equal opportunity employer. The SCSC Executive Search Service is an equal opportunity search agency.

Application Deadline: March 31, 2026 at 12 p.m.