

## District Financial Information

**Total valuation** \$939,343,090

### Mills

Inside	5.30
Outside (voted)	59.75
Outside (effective)	28.51
Bond (voted)	4.3
Permanent Improvement (voted)	2.5
School income tax	none

### Appropriations

General fund	\$ 63,715,000
Total — all funds	\$ 94,430,000

**Expenditures Per Pupil** \$ 11,774

Receipts:	General Fund	All Funds
Local taxes	44.3%	39.0%
Local other	4.4%	9.6%
State	51.3%	45.2%
Federal	<0.1%	6.2%

**Enrollment** 5,500

### Number of employees

Certificated	431
Non-certificated	399
Administrators	42

### Bond rating

Moody's A1

**Average teacher salary** \$62,939

Bachelor's degree	24.4%
Master's degree	73.8%
Average years experience	14.9

## Terms of Employment and Compensation

The Findlay City Board of Education will provide a competitive compensation package, including a multi-year contract with provisions for annual review and evaluation. Salary and fringe benefits will be commensurate with the education and experience of the candidate.

### Board of Education

Kathy Siebenaler Wilson, president	9 years
Susan Russel, vice president	3 years
Chris Aldrich	5 years
Matt Cooper	3 years
Laura Eier	1 year

### Tentative Timetable

Officially launch search	Jan. 7, 2020
Application deadline	Feb. 3, 2020
Interviews begin	Early February 2020
Action to employ	TBD
Employment begins	July 1, to be negotiated



## Application Process

Visit OSBA's secure, online application system at <https://osba.myrevelus.com> to apply. First-time applicants must create a new account to complete and maintain an online profile. If you already have a profile established, sign-in or reset your password and choose from the open positions.

The following items should be included when completing your profile: the necessary certifications and licenses; credentials and transcripts; an up-to-date résumé; and at least five OSBA reference forms. Additional materials you would like to include can be uploaded as well. **Please note:** Completion of your profile is required but does not constitute an application. You must choose from the open positions and follow the application instructions.

Your profile information may be altered, updated and submitted at any time for any advertised OSBA opening.

**Application materials are subject to Ohio's public records laws.**

*Note: Applicants should not make personal contact with board of education members. For information about the search, contact the OSBA search consultant.*

Questions about the online application process may be directed to Gwen Samet, OSBA administrative assistant of board and management services, at (614) 540-4000 or [gsamet@ohioschoolboards.org](mailto:gsamet@ohioschoolboards.org).



Ohio School Boards Association  
Division of Board and Management Services  
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# Findlay City School District

is seeking qualified applicants for the position of

# Superintendent

[www.fcs.org](http://www.fcs.org)

**Application deadline**  
**Feb. 3, 2020**

## The Search

The Findlay City School District is seeking an innovative leader in education and administration for the position of superintendent. The Ohio School Boards Association (OSBA) will facilitate the search process, with Teri Morgan assisting the board in this important work.

## Vision

**Educating and empowering for life!**

## District Goals and Beliefs

**Academic Goal:** Align curriculum with state standards and use best instructional practices to improve student achievement.

**Financial Health/Facilities Goal:** Ensure sufficient funding for current and future operations and facilities.

**Communications/Trust Goal:** Foster trusting relationships and improve communication with all members of the school community.

**Enrollment, Athletics and Marketing Goals are on the horizon.**



## The District

Findlay City Schools is growing culturally and economically with a diverse population encompassing approximately 37 square miles. Presently the district has an enrollment of 5,500 students and is comprised of one high school; two middle schools; two K-3 buildings that feed into one 4-5 building; two K-2 buildings that feed into two 3-5 buildings; one K-5 building; a preschool; and the Findlay Learning Center. On the high school campus, Findlay is the lead school for the Millstream Career Center, a compact of 14 school districts offering career and technical education.

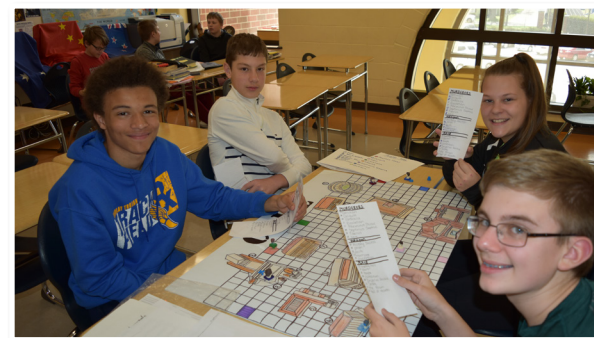
A 27-year, 4.3 mill bond issue has provided the local share (32%) of the USFC building project for a new Millstream Career Center (\$19 million), new Donnell Middle School (\$24 million) and new Glenwood Middle School (\$22 million). The district has a 2.5 mill continuous permanent improvement levy, generating nearly \$2 million annually for repairs and renovations. The district currently has a 5.9 mill, five-year operating levy on the March ballot.

## The Community

Located 40 miles south of Toledo in northwest Ohio, Findlay offers the advantages of a small city with the charm and hospitality of a rural community. The population is over 50,000, making Findlay the second largest city in northwest Ohio and one of the few in the region where the population is currently growing.

The city's official nickname is "Flag City, USA," and is home to the University of Findlay. For the fifth consecutive year, Findlay has been ranked the top micropolitan community in the U.S. for new and expanding facilities by Site Selection magazine. In 2019, Findlay was also ranked 7 out of 531 on The Most Dynamic Micropolitans Index by the Walton Foundation report. In 2018-19, Ohio Magazine chose Findlay as one of its 13th annual Best Hometowns because of its strong business environment, welcoming sense of community and thriving downtown. The city is the headquarters of Marathon Petroleum Corporation and the Cooper Tire Rubber Company. Campbell's, McLane Distribution Center is located in Findlay, along with distribution centers for Best Buy, Lowes and Home Depot.

Two community foundations are very financially supportive of Findlay Schools. The Findlay-Hancock County Community Foundation provides grants to classroom teachers and 60 scholarships to high school students. The Donnell Foundation provides more than \$320,000 per year to maintain Donnell Football Stadium.



## Leadership Criteria

The Findlay City Board of Education invites applicants who have a commitment to strong, positive board/superintendent relations and wholeheartedly supports hiring a person of integrity who has high standards of honesty, ethics and personal conduct.

In addition, the new superintendent must provide evidence of accomplishment in:

- Embracing a vision, emphasizing continuous improvement and developing a focused plan for achieving district goals and high expectations.
- Exhibiting a working knowledge of curriculum and instruction with proven student achievement-oriented experience.
- Committing to strong, positive board and superintendent relations based on mutual trust and respect and a willingness to keep the board fully informed and current on school matters.
- Exemplifying true leadership by setting expectations, delegating and motivating while maintaining accountability, all with a thorough knowledge of and successful experience in sound management practices.
- Possessing excellent speaking and listening skills, and an openness to ideas expressed by the board, staff, parents, students and community.
- Developing a new level of trust with the community and staff by being articulate, persuasive and highly visible as a relentless champion and advocate for all students.