

Euclid City School District is seeking qualified applicants for the position of Superintendent



Application deadline: Feb. 20, 2026

www.euclidschools.org

The search

The Euclid City Board of Education is seeking highly qualified applicants for the position of superintendent. The successful candidate will take the place of retiring superintendent, Chris Papouras. The school board hopes to have a candidate selected in late March with an appointment coming at a subsequent meeting.

In collaboration with the treasurer, Patrick Higley, the position of superintendent is crucial to the district's leadership team with being its academic leader. It is important to note that the superintendent's role is to achieve the school district's strategic planning goals, build a responsive culture and climate, manage the school district's daily operations, and educate and inform both the board of education and community with the current and future states of the district.

The district

Euclid City Schools are in northeast Ohio and Cuyahoga County; the City of Euclid is considered an inner ring suburb of Cleveland. The school district serves approximately 4,500 students across grades PK-12 through five elementary schools including one with an Early Learning Village that contains preschool programs and one STEM-focused building, one middle school and one high school. Additionally, the school district offers two non-traditional schools which are Memorial Options Center and Chancelight. Memorial Options Center houses the Euclid Virtual Learning Academy, Panther Academy and Panther Assist program which coordinates instruction for students who need alternative options or additional support. The Chancelight program is operated within the school district for students with behavioral disabilities and need a non-traditional educational setting.



**OHIO SCHOOL BOARDS
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Division of Board and Management Services
www.ohioschoolboards.org

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The high school contains 14 career-technical education (CTE) programs such as automation and robotics, culinary arts (where students operate a restaurant), exercise science and sports medicine, teaching professions and welding. Students can enroll in college credit plus (CCP) and earn up to 60 credit hours prior to graduation. They can also join the Euclid Early College where students are able to participate in both the CTE and CCP programs earning certifications in both fields to prepare themselves for life after graduation.

Euclid City Schools feature a litany of extracurriculars including state award recognitions for their band and chorale; plus successful team accomplishments in playoff competition for their cheerleading, girls flag football and track programs.

The school district also has a family resource center which provides free clothing, food and household items to families alongside the Panther Wellness Center that provides integrated health services to students including sports physicals, immunizations, well checks and acute illnesses.

Mission: From pre-kindergarten through senior year, the Euclid City School District will provide an excellent education to our students and serve as an asset to our community. Our graduates will emerge from their high school experiences with college credit and/or industrial certifications.

We will organize our efforts around three goals:

- 1. improve student achievement
- 2. maximize credibility within our community
- 3. practice fiscal responsibility

Our professional staff will work to ensure that we deliver research-based instruction in every lesson, engaging every student, every day.

Vision: The Euclid City School District, through collaboration with families, community, and businesses, will create an individualized, innovative, and effective learning environment in which all students will strive for academic success and holistic well-being.

The school district obtained a 2.5-star rating on its latest report card and posted an 83.5% four-year graduation rate.



Board of Education	
Member	Years on the board
Evan Botzki	3
Gabrielle Kelly	6
Tia Otoo	3
Scott Wilson	1
Selina Wright	5

Tentative search timetable	
Application deadline	Feb. 20
First round interviews	March 3, 4, 5
Second round interviews	March 19
Employment begins	TBD

The community

Sitting along Interstate 90 and on the banks of Lake Erie, the City of Euclid was first incorporated in the early 20th Century becoming an industrial center for Cuyahoga County. Euclid is known for being the home of the invention of the arc lamp by Charles Brush in the 1870s. The Brush lights allowed for the City of Cleveland to become the first illuminated city in the State of Ohio because of the invention.

The Euclid Public Library sits within reach of the high school campus and is highly regarded as one of the nation’s top institutions for the population size its serves according to HAPLER Public Library ratings. The city features the Euclid Creek Reservation of 233 acres as a part of Cleveland Metroparks and Memorial Park with recreation activities such as a playground, swimming pool, tennis courts and other dedicated sports areas. There are two lakefront parks, Sims Park and Clubhouse Park, where the former holds an amphitheater and access to the beachfront. The school district is in proximity to dozens of colleges including Case Western Reserve University, Cleveland State University and John Carroll University as well as two of the nation’s top hospital systems, Cleveland Clinic and University Hospitals.

The city is home to the headquarters of Lincoln Electric Holdings, Inc., a multinational corporation specializing in the manufacturing of welding products for plasma and oxy-fuel cutting, robotic systems and other accessories.

Leadership criteria

The Euclid City Board of Education welcomes qualified applicants who have experience in the position of either superintendent, assistant superintendent or central office for a minimum of three years, the ability to work well and form a strong partnership with the treasurer, who is an educational leader that is able to develop, supervise and support teaching and administrative talent, can set expectations and delegate while maintaining accountability, has the ability to work well with diverse cultural and ethnic backgrounds, and is a child-centered decision-maker with a comprehensive view of education.

Furthermore, the new superintendent should be one who anticipates obtaining or presently holds a current licensure that is in good standing.

Students and staff at a glance

Enrollment	FY Ending 2025 Adjusted FTE: 4079
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Number of employees	
Certificated	487
Non-certificated	289
Administrators	41

Average teacher salary	\$85,868.00
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Bachelor’s Degree	100%
Master’s Degree	90%
Average years of experience	15 years

Bond rating	
Moody’s	Aa1 (Credit Enhancement Program): A3

Student demographics	
Black, Non-Hispanic	84%
Multiracial	6.3%
Hispanic	4.7%
White, Non-Hispanic	4.4%
Asian or Pacific Islander	0.3%
American Indian or Alaskan Native	0.2%
Students with Disabilities	22.4%
Economically Disadvantaged	99.9%

The new superintendent should be able to demonstrate or show evidence of accomplishment in the following areas:

- an ability to work tactfully, creatively and visibly with board members, administrators, staff, students, parents, community and elected officials
- holds high expectations for self and others, especially in accountability, honesty, integrity, accessibility, involvement and commitment to the school
- a decisive educational leader with a strong background in student achievement who, after considering staff and community input, can make and defend decisions in a positive manner
- a sound fiscal manager who effectively balances legal, judicial and financial requirements of the district with the needs of the students and the desires of the community
- ability and strategies to improve district culture and morale

Terms of employment and compensation

The Euclid City Schools 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.

Application process

Visit OSBA’s secure, online application system at <https://osba.myrevelus.com> to apply. 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.

For questions about the search, contact:

Quinn Maceyko, Ohio School Boards Association
(614) 540-4000 | qmaceyko@ohioschoolboards.org

For questions about the application process, contact:

Gwen Samet, Ohio School Boards Association
(614) 540-4000 | gsamet@ohioschoolboards.org

District financial information

Total valuation	\$1,010,698,400
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Mills	
Inside	4.62
Outside (voted)	73.42
Outside (effective)	Class 1-27.412406 Class II-46.011353
Bond (voted)	3.4-2037 and 5.9-2054
Permanent improvement (voted)	2.5
Shared City/School Income Tax	.47% of .85

Appropriations	
General fund	\$98,792,266
Total — all funds	\$141,380,291

Expenditures per pupil	\$23,070,56 FY 2025
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Receipts	General fund	All funds
Local taxes	\$34,119,773	\$57,522,477
Local other	\$3,600,118	\$36,089,145
State	\$43,097,593	\$43,097,539
Federal	\$466,026	\$11,027,163

