

### Napoleon Community School District

The Board of Education for the Napoleon Community Schools is in search of a new superintendent. This is only the preliminary posting; a detailed profile of the ideal candidate will be added at a later date. We encourage interested applicants to refrain from applying until the profile is posted.

Founded in the early 1830s and named after Napoleon Bonaparte, Napoleon, is a small, unincorporated community and census-designated place in Jackson County with a population of around 1,258. The town covers an area of 2.62 square miles and is known for its picturesque landscapes, lakes, forests, and rolling hills, making it a haven for outdoor enthusiasts.

Napoleon Community Schools is a public school district located about 7 miles southeast of Jackson. The district includes Napoleon High School, Ackerson High School, Napoleon Middle School, and Ezra Eby Elementary School. It serves students from Napoleon and Norvell Townships, as well as parts of Columbia and Grass Lake Townships. The district is known for its commitment to providing an engaging and inclusive learning environment, with a focus on student success and community involvement. They offer various extracurricular activities, including athletics and clubs, to support student development beyond the classroom.

#### **District Data:**

- Enrollment- 1,312
- Teachers- 70
- Administrators- 7
- Counselors/social workers- 4.5
- Paraprofessionals- 31
- Office Staff- 5 FT, 4 PT
- Support Staff/Other Staff- 29
- School buildings- 5
- Foundation grant per pupil- \$9,608
- Annual operating budget
  - Revenue- \$17,262,897
  - Expense- \$17,559,877
- Projected fund balance- \$2,445,190

#### **Board of Education**

Jason Breining, President

Heather Swaenepoel, Vice President

James Callahan, Secretary

Thomas Wilson, Treasurer

Jeff McLain, Trustee

Bryce Wallace, Trustee

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### Salary and Contract Information

The Board will offer a comprehensive, multi-year contract. Compensation will be commensurate with experience of the successful candidate and requirements of the position. A preliminary salary range of \$120,000 to \$140,000 has been established.

### Application Procedure

Interested candidates should complete and submit an online application found at <https://masb.myrevelus.com/>.

Completed online applications must be submitted no later than 4:00 pm on April 1, 2025. No “hard copy,” fax or emailed copies accepted. IF requested by the candidate, materials will be treated confidentially through the screening process. Candidate names will become public at the time an interview is scheduled.

Candidates are asked to not contact board members directly. All questions regarding the search should be directed to Jay Bennett, Assistant Director of Executive Search Services, Michigan Association of School Boards, at [jbennett@masb.org](mailto:jbennett@masb.org) or 517.327.5928.

### Search Timeline

Action	Date
Application deadline	April 1, 2025 @4pm
Selection of candidates to interview	April 14, 2025
First round interviews	April 23&24, 2025
Second round interviews/First Opportunity for Board Selection of Superintendent	April 28, 2025
Board visitation (if necessary)	TBD
Second Opportunity for Board Selection of Superintendent	May 12, 2025
Start date	July 1, 2025