



**APPLICATIONS DUE MAY 1, 2025**

# ROYAL OAK SCHOOLS

The Royal Oak Schools Board of Education is seeking a Superintendent to begin work on July 1, 2025. The Board is assisted in the search by the Michigan Association of School Boards (MASB) with Dr. Rod Green as the consultant.

Royal Oak, located in Oakland County, boasts a vibrant downtown with exceptional restaurants and welcoming parks. This family-friendly community offers a warm, engaging atmosphere that attracts residents and visitors alike. It is considered one of the best places to live in Michigan. The Royal Oak School District has a 100-year tradition of providing excellent education. It serves 4,854 students with a budget of \$86,000,000. The District recently created a Strategic Plan for 2023-28 which includes goals of fostering an impactful learning community where students will be embraced, accepted, challenged, and prepared, strengthening community connections, optimizing financial and physical resources, and attracting and retaining quality staff. They believe that together with the community, they help develop growth-minded students who can adapt in a dynamic world as they learn. Royal Oak is truly a "Community of Excellence".

The Board of Education of Royal Oak Schools seeks a superintendent who is a strong leader, has strong financial skills, and will be an effective communicator with staff and community. The educational leader will actively work with the Board and community to set and reach goals. The new Superintendent should be an instructional leader and a creative problem solver. This educational leader should be friendly, honest, and ethical.

Please visit the website at [royaloakschools.org](http://royaloakschools.org) for further information about Royal Oak Schools.

## DISTRICT DATA:

- Enrollment: 4,854
- Teachers: 295
- Administrators: 27
- Support Staff: 320
- School Buildings: 10
- State Foundation Funding: \$10,197
- 2024-25 General Fund
  - Revenue: \$83,589,774
  - Expense: \$86,368,192
- Fund balance as percentage of expenses: 19.2%
- Non-Homestead Taxable Value: \$1,374,827,902
- Non-Homestead Millage: 18.0 Mills
- Hold Harmless Millage: 3.4 Mills
- Debt Retirement Millage: 0 mills



## Our Goals:

- Goal 1: Committed to fostering an impactful learning community where students will be embraced, accepted, challenged, and prepared.
- Goal 2: Strengthen and expand school-community connections that are crucial to both the success of the school district and the community.
- Goal 3: Optimize the use of all financial and physical resources.
- Goal 4: Attract and retain the best staff.



SEEKING:

# SUPERINTENDENT

## SALARY & CONTRACT INFORMATION:

The District will offer a competitive wage and benefit package (salary/annuity range \$190,000 to \$215,000) that reflects the experience and education of the candidate chosen as the next Superintendent.

## BOARD OF EDUCATION

Tim Ciechorski, President  
Erika Alexander, Vice President  
Deborah Anderson, Secretary  
Michelle Cook, Treasurer

Maryanne VanHaitsma, Trustee  
Matt Wickey, Trustee  
Lauren Jasinski, Trustee

## APPLICATION PROCEDURE:

Interested candidates should complete and submit an online application found at [masb.myrevelus.com](https://masb.myrevelus.com)

Completed online applications must be submitted no later than 4 pm on May 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.

Questions and further information concerning the Superintendent Search Process is available from Dr. Rodney Green, Search Consultant, Michigan Association of School Boards: [rodgreen11@gmail.com](mailto:rodgreen11@gmail.com), 810.852.1189.

## SEARCH TIMELINE

-  **Application deadline**  
May 1, 2025 @ 4 p.m.
-  **Selection of candidates to interview**  
May 9, 2025
-  **First round interviews**  
May 13 & 14, 2025
-  **Final candidates will come to Royal Oak to tour the schools and district**  
May 16, 2025
-  **Open House for community and staff to meet final candidates**  
May 16, 2025
-  **Second round interviews/First opportunity for board selection of superintendent**  
May 16, 2025
-  **Board visitation (if necessary)**  
TBD
-  **Second opportunity for board selection of superintendent**  
TBD
-  **Start date**  
July 1, 2025

**APPLY ONLINE AT:** <https://masb.myrevelus.com/>

Questions should be directed to:

Michigan Association of School Boards | Lansing, MI 48917

📞 810.852.1189    ✉️ [rodgreen11@gmail.com](mailto:rodgreen11@gmail.com)

*Please do not contact the Board or District directly.*



**ROYAL OAK SCHOOLS**  
A COMMUNITY OF EXCELLENCE