

# The Application Process

Applications by qualified candidates are encouraged. Candidates are asked to complete an online application using the AppliTrack system located with the Employment Opportunities section at [www.SummitESC.org/HumanResources/Employment.aspx](http://www.SummitESC.org/HumanResources/Employment.aspx)

Additional materials to be submitted within the application include:

- A letter emphasizing qualifications and recent achievements, reasons for interest;
- A current resume;
- A copy of valid Ohio Superintendent's Certificate/License;
- Official credentials and transcripts;
- Three current letters of reference, one of which is a recent employer

The Norton City School District is an Equal Opportunity Employer. The Board does not discriminate on the basis of race, color, national origin, sex (including sexual orientation and transgender identity), disability, age, religion, military status, ancestry, genetic information (collectively, "Protected Classes"), or any other legally protected category, in its programs and activities, including employment opportunities. Candidates who require special assistance to respond to this employment announcement should contact the Human Resources Department.

Any person having inquiries concerning the districts compliance with the regulations implementing Title VI of the Civil Rights Act of 1964 (Title VI), Section 504 of the Rehabilitation Act of 1973 (Section 504), or Title II of the Americans with Disabilities Act of 1990 (ADA) may contact the Superintendent or Human Resources.

## Search Timetable

Application Deadline:	February 17, 2017
Initial Interviews Completed:	February 28, 2017
Semi-Finalists Selected:	March 6, 2017
BOE Interviews of Semi-Finalists:	March 13-17, 2017
Final Interviews:	March 20-23, 2017
Board Employs New Superintendent:	March 27, 2017
Contract Starts:	August 1, 2017

## SALARY AND CONTRACT

It is the intention of the Board to offer the successful candidate a multi-year contract. The salary will be competitive for the region and commensurate with experience and qualifications. Details of the salary and other benefits are negotiable.



Leadership Selection Services

FINDING THE RIGHT LEADER FOR YOUR SCHOOL DISTRICT

# SUPERINTENDENT SEARCH



**Every Child Every Day**

*Learn more about the District at [www.nortonschools.org](http://www.nortonschools.org)*

**Contact:**

Leadership Selection Services  
Mr. Steven Farnsworth  
420 Washington Ave.  
Cuyahoga Falls, Ohio 44221  
Phone: 330-945-5600

**Application Deadline:  
February 17, 2017**

## Our District

The Norton City School District recently passed a 3.89 mill bond issue to build a new high school building and athletic stadium. The district will begin the 2017-2018 school year with four buildings in the following grade configurations: Prek-K; grades 1-4; grades 5-8; and grades 9-12.



## The Position

The Norton City School District is seeking applicants for the position of Superintendent. The vacancy results from the retirement of Mr. David Dunn after ten years of service to the district.

The Board is searching for an excellent administrator with both visionary leadership qualities and management skills that produce results.

## Our Community

The community of Norton is located in Summit County just south of Akron, Ohio. Norton is strategically located at the intersection of major interstate highways with easy access to recreational and cultural activities; sports and shopping; and state and private colleges and universities. Norton offers opportunities for both business development and a well-preserved rural residential area. The population living within the 25 square miles of the Norton City School District is approximately 14,200.

The school system is highly regarded and continually strives to improve the quality of instruction and programs for all students. The mission of the system is to provide a first class education by preparing students to become skillful problem-solvers; creative thinkers; responsible, ethical decision-makers; and to develop a strong career motivation and knowledge of our global multi-cultural society.

Approximately 89% of Norton graduates pursue post high school training in two and four year colleges or technical schools.

Several active community and school organizations provide scholarships, equipment, and special services for students and staff.

## Fiscal Year 2016-17 Statistical Data

### I. Students

A. Current enrollment	2,500
B. Average Class Size	20-24 – District wide
C. Free & Reduced	36%

### II. Finances

A. Total Valuation	278,000,000
B. Mills	65.69
Inside	5.7
New H.S. Maintenance	0.2
Outside (Voted)	52.9 General Fund
Bond Issues	3.89
Permanent Impr.	3 mills
	<i>renewed in Nov '11 (5 year)</i>
Class I (assessed)	231,000,000
C. Appropriations	
General Fund	22,900,000
Total-All Funds	37,000,000
D. Expenditures per Pupil	8,127
E. Receipts/General Fund	
Local Taxes (%)	42%
Local, Other(%)	22%
State (%)	36%

### III. Staff

A. Number of Employees	
Certificated	157
Non-Certificated	135
Administrators	19
B. Average Teacher Salary	\$57,305
C. Ave. Years of Experience	12.9 years
D. Degree Status	
Bachelors (%)	34%
Masters(%)	66%