

Superintendent Search for Lima City School District



Assisted by K-12 Business Consulting, Inc.

To create a climate in which every student learns.

The Community

Lima, Ohio is a small city in Allen County located at the intersection of Ohio State Route 309 and State routes 65, 81, and 117. The city's population is 102,000. This community is rich in history and has evolved into a vibrant community over the years. By the late 19th century, Lima experienced exponential growth and become an industrial center. The city played a significant role during World War I and II, as it housed important manufacturing facilities producing tanks and locomotives. Today the largest employers include Mercy Health System, Lima Memorial Health System, Proctor & Gamble, Joint System Manufacturing, Cenovus Energy and the Ford Motor Company.

Lima boasts a vibrant downtown with a variety of opportunities at the Veteran Civic Center and the Greater Lima Regional Park and Amphitheater. The Lima Central District offers a space for shopping, dining, and sponsors exciting projects for like-minded people. The Locomotive Works, once a major producer of locomotives, is one of the many features of the Allen County Museum. This is a special stop for children and adults.

Arts and Music experiences are plentiful in Lima. Lima is proud of the Lima Symphony Orchestra and the Lima Symphony Youth Orchestra. The ArtsSpace/Lima Gallery is a dynamic hub for creativity and expression. This cultural hotspot showcases a diverse array of artworks.

District	
High School 9-12	1
Alternative School	1
Grades 5 & 6 Middle School	1
Grades 7 & 8 Middle School	1
Science & Technology Magnet School – Grades K-8	1
Arts Magnet School – Grades K-8	1
Elementary Schools – Grades K-4	4

Superintendent Search

The Lima City School Board of Education is seeking qualified applicants for the position of superintendent. The vacancy is due to the retirement of superintendent Jill Ackerman. K-12 Business Consulting is assisting the Board of Education in its search.

Qualifications/Responsibilities

The ideal candidate must be committed to the highest personal and professional standards and exhibit leadership in the district and community. The CEO must maintain integrity and high standards of ethics in all matters. Among other attributes sought, the successful candidate will demonstrate the following major characteristics:

- A leader who embraces and values diversity and is a champion for all students;
- Visionary and innovative skills along with an ability to create and articulate a vision and implement action plans for ongoing district improvement;
- Willingness to become an active and contributing member of the school community and be comfortable with high visibility in schools and community;
- Decisive and innovative educational leader with a strong background in student achievement who can develop action plans to improve the districts' report card and improve student achievement;
- Educational team leader who can develop, supervise and support teaching and administrative talent;
- Strong spokesperson who can publicly celebrate and market the successes of the school district, and instill trust in the community and at all staff levels by being approachable;
- A leader who inspires high performance standards with accountability, and finds satisfaction in the success of others;
- Chief executive who will keep the Board fully informed and current with matters about the schools, one who will forge a strong partnership based on mutual trust and respect;
- Successful experience as an administrator.

Compensation and Terms of Employment

The Board intends to offer the successful candidate a contract, as per law. The base salary range is expected to be \$125,000 to \$140,000 but is negotiable and commensurate with experience and qualifications.

Lima City Schools is an Equal Opportunity Employer.

Employment is offered without regard to race, color, national origin, ancestry, citizenship status, religion, sex, gender identity or expression, economic status, age, disability, legally acquired genetic information, military status or sexual orientation.

Lima City Board of Education

Deanna Reynolds-Griffin, President	6	years
Saul Allen, Vice President	14	years
Cindy Brownlow	4	years
Grant Sullivan	2	year
Alice Donahue	2	year

Financial Data

Voted Operating Millage (Effective)	30.09
Inside Millage	3.7
Bond	.87
Permanent Improvement (Voted)	1.5
Emergency Levy	5.569

Appropriations

General Fund Appropriations	\$57,960,027
Total All Funds	\$72,607,366
Local Sources	23%
State Sources	77%
Bond Rating	A2

Application Process

Qualified individuals are encouraged to apply. Please submit:

- A cover letter emphasizing qualifications and reasons for interest;
- Completed Superintendent application;
- An up-to-date resume;
- List three (3) references from associates or board members who can speak to candidate qualifications and work experience;
- A copy of current Ohio Superintendent Certificate/License;
- Credentials and transcripts.

All application materials can be mailed or emailed to the following:

K-12 Business Consulting
 "Lima City School Superintendent Search"
 P.O. Box 1005
 Delaware, OH 43015
 Or email to: dcampbell@k12consulting.net

Direct Questions concerning the position to:

Debbie Campbell at 937.215.7068 or dcampbell@k12consulting.net or
 Frank Forsthoefel at 537.617.0276 or fforsthoefel@k12consulting.net

About our District

The Lima City Schools represents the largest preschool through 12th-grade public school system in Allen County and the region, serving a diverse population of about 4,000 students. Since 1856, the district has been dedicated to its mission to "create a climate in which every student learns."

The Lima City Schools is made up of four elementary schools, a fifth and sixth-grade building, a seventh and eighth-grade building, a comprehensive high school, Career Technology Center and two kindergarten through eighth-grade magnet schools.

The neighborhood elementary schools and middle schools offer many opportunities for students. Orchestra starts in the fourth grade and there are many music groups available to even the youngest of students. Students are involved in K-Kids and Builders Clubs and community service projects. A Careers course at West Middle School gets students thinking about careers and high school course options. Several of our schools also have extensive afterschool programs. Our Enrichment Program begins in the third grade and includes additional hands-on projects for gifted students.

Our comprehensive high school offers academic pathways in Science, Technology, Engineering and Math (STEM), Business and Humanities. Our Career Technology School is growing in current course offerings. Lima Schools also has multiple art options and 12 vocal and instrumental music options. Dual enrollment opportunities are also available.

An Arts Magnet School is located at Liberty and a Science and Technology Magnet School is at South. Arts Magnet students of all ages take art, music, drama and dance along with traditional academic classes. Science and Technology is woven through all subject areas in the Science and Technology Magnet.

Lima City Schools offer something for every student to fulfill their mission to create a climate where every student can learn!

Tentative Timeline

Announce Vacancy	02.10.2025
Application Materials Due	03.24.2025
Initial Interview	04.02 & 03.2025
Final Interviews	04.10.2025
Action to Employ	04.14.2025
Est. Begin Employment	08.01.2025

**Deadline for applications is
 March 24, 2025**

