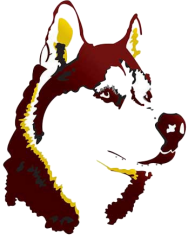


# MSBA Executive Search Service



## Pillager Public School District is seeking an exceptional leader to serve as **Superintendent**



Pillager Public School District is located in central Minnesota. The district covers 200 square miles and serves the communities of Pillager, Cushing, East Gull Lake, Lakeshore, Nisswa, and Pequot Lakes. District Points of Husky Pride include:

- ◆ Voted Best Schools in the Brainerd Lakes Area: 2023, 2024
- ◆ Four learning centers all in one building
- ◆ With the passage of a referendum in 2019, the district has:
  - ◆ A renovated and expanded school building
  - ◆ The addition of the Pillager CTC Center
  - ◆ An improved athletic complex and facilities
- ◆ Range of courses to meet the needs of students including accelerated classes, foreign language, fine arts, and academic support programs
- ◆ Active Education Foundation, Booster Club, and PTO
- ◆ Growing school community and open enrollment
- ◆ Offers the benefits of a small school district such as:
  - ◆ Small to moderate class sizes
  - ◆ Closer connection to teachers and staff
  - ◆ Greater extra-curricular involvement

The district contracts for nutrition and transportation services.

### By the Numbers

- ◆ Student enrollment: 1,319
- ◆ Licensed staff members: 95
- ◆ Non-licensed staff members: 39
- ◆ Principals/Deans: 3/1
- ◆ Full-time Central Office staff: 3
- ◆ District buildings maintained: 1

### Application Deadline

To be considered for this position, an applicant's completed file must be received by MSBA prior to 11:59 p.m. on January 26, 2026.

### About the Community

The Pillager Public Schools area is near the beautiful northwoods of Minnesota and the Brainerd Lakes area. With unlimited year-round activities and recreation, there are options for people of all ages. Additional highlights of the area include:

- ◆ Many unique community celebrations
- ◆ Recent city projects include the addition of fiber optics to enhance connectivity and creating a recreation task force to keep Pillager a proactive, friendly and healthy community
- ◆ Nearby Pillsbury State Forest, Lake Placid, and the Crow Wing River
- ◆ Strong faith community
- ◆ Local healthcare and social clubs

### Search Timeline

Announce Vacancy	December 8, 2025
Application Deadline	January 26, 2026
Applicant Screening	Jan 27 - Feb 18, 2026
Announce Finalists	February 18, 2026
First Round Interviews	February 25 & 26, 2026
Second Round Interviews	March 2, 2026
Superintendent Begins	July 1, 2026

# Leadership Profile

The Pillager Public School Board seeks a superintendent with proven leadership experience who:

**Demonstrates Expertise in School Finance:**

Has experience in resource allocation, budget development, and fiscal oversight, ensures responsible stewardship of district funds and maximizes educational impact

**Builds a Collaborative Relationship with the School Board:**

Works cooperatively with board members, fostering trust and transparency and presents well-researched options and recommendations to support informed decision-making

**Is Visible and Accessible:** Maintains a strong presence across schools and the community and is readily available to the school board, staff, students, parents, and community

**Uses Clear, Confident, and Adaptable**

**Communication Skills:** Articulates vision, goals, and decisions with clarity and confidence; and adapts communication style to audiences and situations

**Empowers Others through Delegation and**

**Accountability:** Delegates authority appropriately, promotes leadership development, upholds accountability for results, and maintains oversight of delegated responsibilities

**Leads with Integrity and Ethical Standards:**

Models honesty, transparency, and ethical behavior and builds trust with the school board, staff, students, parents, and community through principled leadership

**Previous superintendent experience preferred, but not required.**

## Salary and Benefits

A competitive compensation and benefits package, with a starting salary range of \$140,000 - \$175,000 will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute. Additional benefits available may include – Health, Life, 403(b), among others.

### District Financial Highlights

- ◆ General Fund Revenue: \$ 18,226,332
- ◆ General Fund Expenditures: \$ 18,660,606
- ◆ Unassigned Fund Balance: 15.7%
- ◆ Total General Fund Balance: \$ 3,449,709

## School District Mission

We will deliver our vision by using beliefs, ideas, and actions to create an environment that provides top quality educational opportunities for all learners through staff development and community involvement.

## Screening Team

A team from the Minnesota School Boards Association's Executive Search Service (MSBA) has been selected to assist the School Board in securing and screening applicants. The search team will be led by Lee Warne, MSBA Service Provider.

## Deadline and Selection

MSBA's Executive Search Service uses an online application process. Applicants may begin their application at [mnmsba.myrevelus.com](http://mnmsba.myrevelus.com). To be considered for this position, a completed application file must be received by MSBA prior to 11:59 p.m. on January 26, 2026.

Contact Lee Warne at 507-828-2468 ([lwarne@mnmsba.org](mailto:lwarne@mnmsba.org)) with questions.

Applicants are requested to not contact school board members.

Pillager Public School District is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

**Deadline to apply: January 26, 2026**