MINNESOTA SCHOOL BOARDS ASSOCIATION
EXECUTIVE SEARCH SERVICES

Frazee-Vergas Public Schools

Superintendent Search Timeline

November 16, 2026 *(6:00 pm, Special Meeting)*	**Planning Meeting** – Board adopts search timeline, reviews hiring criteria and search procedures
November 18 – December 15, 2026	Public Input survey open online and in hard copy
November 18, 2026 – January 10, 2027	MSBA posts opening on local, regional, and national websites, advertises position vacancy, receives applications, and responds to applicants' inquiries
November 24, 2026 *(4:00 pm – will be recorded)*	MSBA hosts informational Q&A session on Zoom – will be recorded for viewing throughout the search
November 24, 2026	MSBA holds Search Preview mtgs w/ district staff
December 28, 2026 *(6:00 pm, Special Meeting)* *MSBA attends virtually*	**Interview Prep Meeting** - Board meets for interview training, and to discuss public input report, interview questions and procedures
January 10, 2027	Application Deadline
January 11 – January 26, 2027	MSBA conducts screening, preliminary verification of references, pre-interviews of recommended applicants
January 12 – January 26, 2027	Board members review applications
January 26, 2027 *(6:00 pm, Special Meeting)* *MSBA attends virtually*	**Selection Meeting** - Board meets to determine finalists, interview questions and procedures; MSBA reviews interview training
February 1 & 4, 2027 *(4:30 pm, Special Meeting)*	**R1 Interviews Meeting** - Board conducts first round of interviews and selects round two questions
February 8, 2027 *(5:00 pm, Special Meeting)*	**R2 Interviews Meeting** - Board holds second round of interviews; Board selects lone finalist and sets negotiations process
July 1, 2027	New superintendent reports to work
August 1 – December 31, 2027	**Board Meeting** - New Board Team attends MSBA Transition Workshop

November 16, 2026

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