

FINANCIAL DATA

EAV.....	\$ 20,512,656
Bonds Outstanding	\$ 144,138
Total Budget Revenue.....	\$ 7,429,330
TAX RATE —	
Education	1.64777
Operations & Maintenance	0.44851
Transportation	0.18038
Working Cash.....	0.04461
I.M.R.F.....	0.33151
Tort Immunity.....	0.92285
Bond & Interest	0.70249
Fire Prevention/Life Safety	0.04461
Special Education	0.03584
Social Security	0.30591
TOTAL	4.66448

THE BOARD OF EDUCATION

The Cairo USD 1 Board of Education is comprised of citizens dedicated to providing the best education possible for every student it serves. Board members establish sound written policies and expect the superintendent to function as the chief executive officer in implementing those policies.

Name.....	*Years
Sheila Nelson, President.....	13
Vernon Stubblefield, Vice President.....	8
Sonya Taylor, Secretary.....	2
Mary Coleman, Treasurer.....	17
Julian Howard.....	2
Brittany Mathews	2
Steven Tarver.....	4

**Years served on the Cairo USD 1 Board of Education.*

IDEAL CANDIDATE

Candidates will be evaluated on their professional merits and successful experience that demonstrates a good match for the district, with emphasis on the following, specified by the Board of Education. The Superintendent of our district should be an educational leader who:

- Acts with integrity, fairness, and in an ethical manner.
- Advocates, nurtures and sustains a school culture and instructional program conducive to student learning and staff professional goals.
- Collaborates with faculty and community members, responds to diverse community interests and needs, and mobilizes community resources.
- Promotes the success of every student by facilitating the development, articulation, implementation and stewardship of a vision of learning that is shared by all stakeholders.
- Ensures the management of the organization, operation and resources for a safe, efficient and effective learning environment.
- Has the ability to maximize financial and human resources in support of educational programs in the district.

Successful Teaching and Administrative Experience are required.

Successful Superintendent Experience and Residency are preferred.

APPLICANTS ARE REQUESTED NOT TO CONTACT BOARD MEMBERS.

APPLICATION INSTRUCTIONS

IASB has an online application process and does not accept mailed, emailed, hand-delivered or faxed application packets.

Please begin your application process at: <https://www.applitrack.com/IASB/onlineapp>

Applicants will need to establish a username and password. Applicants will be asked to give consent to a limited background inquiry. Completed responses to statements identified in this announcement will be required.

All applicants must apply online by 12:00 p.m. (CST) April 7, 2025 and upload the following documents to receive consideration:

1. A **formal letter of application** indicating your desire to be a candidate for this position.
2. A **formal resume** that includes a summary of achievements in all education positions, educational vision, and goals, personal leadership philosophy and reasons for your interest in this position.
3. At least **three recent letters of reference dated within the last three years.**
4. **Copies of transcripts** from each college/university attended. **(Please redact/remove your social security number and birthdate before uploading any of these items).**
5. **Proof of qualification and licensure to be a superintendent in the state of Illinois** (copy of the administrative licensure with all related endorsements*) or other evidence showing qualification to be a superintendent in another state. **(Please redact/remove your birthdate before you upload this document).**

*Information on certification and licensure can be obtained by contacting the Illinois State Board of Education, Department of Educator Effectiveness, 100 North First Street, Springfield, Illinois 62777 or by visiting the ISBE website at www.isbe.net.

Announcement of Vacancy
Superintendent
Cairo USD 1



MISSION STATEMENT

Cairo School District #1 in partnership with the entire community, will prepare every student to become lifelong learners who will be productive, informed, and responsible members of society. These goals will be accomplished by providing highly qualified teachers who are caring, enthusiastic, and innovative. Cairo School District #1 will provide resources and a safe environment, which will promote the curiosity, creativity, and active involvement of all students in their pursuit of excellence.

March 2025

ANNOUNCEMENT OF VACANCY

The Board of Education of Cairo USD 1, Cairo, Illinois is seeking qualified applicants for the position of Superintendent. The Board wishes to select a superintendent who will begin work on July 1, 2025.

A multi-year employment contract is expected to be negotiated with the final candidate. Salary and benefits will be based on experience and expertise with a salary range expected to be \$120,000-\$140,000 and benefits expected to include health insurance, life insurance, sick days, personal days, vacation days, professional dues, and TRS pension.

GENERAL INFORMATION ON THE DISTRICT AND THE AREA

LOCATION – Cairo is the southernmost city in Illinois. Situated at the confluence of the Mississippi and Ohio Rivers in Alexander County. Cairo has a rich legacy that includes significant connections to the Lewis & Clark Expedition, the staging of Civil War Union troops in preparation of the Western campaign and historically associated with the Illinois Civil Rights movement.

TYPE — PreK-12; 299 Students.

OFFICE — 4201 Sycamore Street, Cairo, IL 62914

STAFF — 2 Principals, 2 Dean of Students, 21 Teachers, 60 Support Personnel.

CENTRAL OFFICE PERSONNEL — Superintendent, Finance Manager, Executive Administrative Assistant, Business Office Administrative Assistant

CURRICULUM — Cairo USD #1 serves students from PreK-12. PreK-2 students are in self-contained classes. Grades 3-6 are a part of a departmentalized program, which allows for a smooth transition to Junior High. Elementary teachers use Reveal Math (K-6) and are preparing to use “Wonders” (K-5) for ELA. 6th grade use StudySync which leads into CJSHS. MTSS is

supported through RTI teachers for reading, writing and math. Encore classes include Music, Art, and PE. Beginning Band begins at 4th grade. The Junior High (7-8) has all core subjects and electives in a 7-period day. Cairo High School operates on a 7-period day, including all core subjects and electives. Dual credit courses are offered through Shawnee Community College, while vocational courses are offered through Five County Vocational System in Tamms, IL. All students have access to Chromebooks (1:1) at home and school.

SPECIAL PROGRAMS — Cairo USD #1 participates in an Early Childhood Program-Alexander County Parents as Teachers (ACPAT) that serves (0-3). Parents as Teachers (PAT) fosters strong and loving relationships between parents and their children. This program has been recognized with the elite status of Blue-Ribbon Affiliate since 2017.

SPECIAL SERVICES — Cairo USD #1 participates in “JAMP” Special Education, which is a cooperative made up of 11 school districts in Southern Illinois and provides services for; school psychology, social work, speech therapy, occupational & physical therapy, visually/hearing impaired, BCBA, pre-vocational, and IEP services.

FACILITIES — PreK-6th Grade Elementary School and Junior/Senior High School (Grades7-12). The District also has a District Office and Building /Grounds Facility.

TRANSPORTATION — Cairo USD #1 has a contracted service with Robinson Transportation, Inc. The District has 5 buses and 4 bus routes. Robinson Transportation provides a supervisor.

FOOD SERVICES — Cairo USD #1 utilizes Chartwells as an outside vendor.

DIST. WEBSITE — www.cairoschooldistrict1.com

MEMBER OF — Illinois Association of School Boards (IASB).

MEDICAL — Alexander County Ambulance Service, Arrow Leaf Mental Health Clinic, Community Health & Emergency Services, Carbondale Memorial Hospital-Carbondale, IL, Mercy Health-Lourdes Hospital-Paducah, KY, Mercy Hospital SE & St. Francis Medical Center-Cape Girardeau, MO, Southern Seven Health Department-Ullin, IL

CULTURAL --- Cairo has a diverse student population. 79% Black, 11.3% 2 or more races, and 8% White

RECREATION — Cairo offers a plethora of recreational options. Situated in the Shawnee Forest System, the region offers hunting, fishing, camping, hiking, cycling, etc. Our waterways offer marinas for boating and swimming opportunities. The annual River-to-River Relay is a premier running event. Sikeston, MO is located 30 miles south and sponsors the Bootheel Rodeo (carnival and music). Paducah, KY hosts the annual Bar-B-Que on the river competition.

PLACES OF WORSHIP —There are a variety of places to worship throughout the community.

RETAIL — Small business owners are located throughout the community.

FRATERNAL AND PROFESSIONAL ORGANIZATIONS---Lions Club, Elks Club, Alpha Club, Alpha Sorority, Cairo Historical Preservation, NAACP, Heritage Foundation.

COLLEGES — John A. Logan-Carterville, Murray State-Murray, KY, Shawnee CC-Ullin, SIUC-Carbondale, SEMSU-Cape Girardeau, MO, Three Rivers College-Sikeston, MO

INDUSTRY — American Commercial Barge Line, Bunge, Public Utility, Illinois American Water, Waterfront Services Co.

A PROJECTED TIMELINE

Application Deadline:
April 7, 2025 by Noon (CST)

Candidates Presented to Board:
April, 2025

Board Interviews Candidates:
April, 2025

New Superintendent Appointed:
May, 2025

New Superintendent Begins:
July 1, 2025

Applicants will be required to provide responses to the following online application statements:

1. Describe your experience in curriculum development and instructional implementation.
2. Describe your experience in school finance and budgeting.
3. Describe your experience in developing and monitoring goals for school improvement.
4. Describe your experience in building and sustaining productive relationships with stakeholders (board, staff, students, parents and community members).
5. Describe your experiences in working with a diverse population (socio-economic, cultural, ethnic, etc.).
6. Having read the ideal candidate section of the announcement of vacancy, why do you feel you are a match for this district?

This Professional Superintendent Search is being conducted by the Illinois Association of School Boards, Tim Buss, Consultant Executive Searches, (217) 528-9688, ext. 1142



Cairo USD #1 is an equal opportunity employer and the Illinois Association of School Boards is an equal opportunity employment search agency.