

Announcement of Vacancy Superintendent

Arthur CUSD 305

June 2026



MISSION STATEMENT

The mission of the Arthur CUSD 305 is to provide a united student-based community that engages in working together to inspire lifelong learners. An environment that educates all students to their full potential while developing character, leadership, self-worth, empowering each student to meet the challenges of the future.

ANNOUNCEMENT OF VACANCY

The Board of Education of Arthur CUSD 305, Arthur, Illinois is seeking qualified applicants for the position of Superintendent. The Board wishes to select a superintendent who will begin work on July 1, 2027.

The Board expects to offer a salary in the range of \$110,000 - \$150,000 and a competitive benefits package including TRS/THIS, health insurance, sick days, personal days, vacation days, professional dues, and cell phone monthly charge reimbursement. It is anticipated that the total compensation package will be based on successful experience and education. It is expected that the initial contract will be for a multi-year period, as authorized by Illinois statutes.

APPLICANTS ARE REQUESTED NOT TO CONTACT BOARD MEMBERS.

Arthur CUSD 305 is an equal opportunity employer and the Illinois Association of School Boards is an equal opportunity employment search agency.

A PROJECTED TIMELINE

Application Deadline:
September 28, 2026 by Noon (CST)

Candidates Presented to Board:
October, 2026

Board Interviews Candidates:
October/November, 2026

New Superintendent Appointed:
November 18, 2026

New Superintendent Begins:
July 1, 2027

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://iasb.myrevelus.com>

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) September 28, 2026, and upload the following **PDF 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.)**

ALL UPLOADS MUST BE IN PDF FORMAT.

*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.

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?
7. Are you aware of the residency requirement for this position?

GENERAL INFORMATION ON THE DISTRICT AND AREA

LOCATION – The district is located in east central Illinois and is comprised of the communities of Arthur, Lovington, Atwood and Hammond. Centrally located south of Champaign-Urbana, west of Decatur and northwest of Mattoon-Charleston. The district office is temporarily located at 302 E Progress Street, Arthur, while new construction of Arthur Lovington Atwood Hammond High School takes place during the 26-27 school year.

TYPE — PreK-12; 927 Students.

OFFICE — 302 E. Progress Street, Arthur, IL 61911.

STAFF — 4 Principals, 1 Assistant Principal, 101 Teachers, 56 Support Personnel.

CENTRAL OFFICE PERSONNEL — Superintendent, 1 Bookkeeper/Administrative Assistant, 1 Special Ed. Coordinator, and 1 Maintenance Director.

CURRICULUM — We provide a comprehensive academic program. There is an established Response to Intervention program in all grade levels as well as PBIS at the elementary schools. The district has integrated technology in instruction at all grade levels with a 1:1 Chromebook program district-wide. The high school also offers dual credit courses through Lake Land College and Eastern Illinois University.

SPECIAL PROGRAMS — Some of the district's special programs at the high school level include: Marching Band, Concert Band, Choir, Freshman Mentoring, Art Club, Drama, National Honor Society, Scholastic Bowl, Science Club, Student Council and Work Co-op. Upperclassmen are eligible to attend LIFT in Mattoon. The elementary schools also offer Music, Art, Band, Eco team, Student Council and Scholastic Bowl.

The Knights Table Food Bank is available to all high school students and there is a weekend backpack food program at the elementary school level.

SPECIAL SERVICES — The district provides special education services through Eastern Illinois Area Special Education Co-op. We also have a school-wide Title I Program.

SCHOOL SUPPORT ORGANIZATIONS — Support organizations for the district include: Sports Boosters, Fine Arts Boosters, Community Parent Teacher Organizations (PTO), and District 305 Education Foundation.

FACILITIES — Arthur Elementary School (PreK-8), 262 Students; Atwood-Hammond Elementary School (PreK-8), 210 Students; Lovington Elementary School (PreK-8), 165 Students; Arthur Lovington Atwood Hammond High School (9-12), 290 Students. Total enrollment 927.

TRANSPORTATION — Miller Bus Service.

CAFETERIA PROGRAM — Contracted through Aramark Food Service, breakfast and lunch is served daily in each building.

DISTRICT WEBSITE — www.cusd305.org

MEMBER OF — Illinois Association of School Boards, Illinois High School Association, Illinois Elementary School Association, Illinois Music Educators Association, Lincoln Prairie Conference, Eastern Illinois Area Special Education Co-op, Press Policy.

MEDICAL — All types of medical services are available locally and in Champaign- Urbana, Decatur, and Mattoon-Charleston.

CULTURAL — The district is located in an active Amish population.

RECREATION — Local country club and golf courses nearby. District communities have parks and several local festivals. We are located 20 minutes from Lake Shelbyville, as well as The Little Theater on the Square. Other recreational activities at the University of Illinois and Eastern Illinois University.

PLACES OF WORSHIP — Many denominations are represented throughout the district.

RETAIL — The communities of Arthur, Lovington, Atwood and Hammond have a variety of retail locations, including restaurants, banks, gas stations, grocery stores and other shopping and businesses.

FRATERNAL AND PROFESSIONAL ORGANIZATIONS — Rotary, Lions Club, Woman's Clubs, American Legion, Masonic Lodge, and VFW.

COLLEGES — CUSD 305 is located in the Lake Land College and Parkland College Districts. Also located within an hour of the district are the University of Illinois, Eastern Illinois University, Millikin University and Richland Community College.

INDUSTRY — CHI Overhead Doors (a Nucor Company), Masterbrand Cabinets, and Carstin Brands.

TUITION WAIVER – non-resident children of employees may attend district schools without paying tuition.



This Professional Superintendent Search is being conducted by the Illinois Association of School Boards, Vic Zimmerman, Ed.D., Consultant Executive Searches, (217) 528-9688, ext. 1135.

FINANCIAL DATA

| | |
|--------------------------------|---------------|
| EAV..... | \$351,133,214 |
| Bonds Outstanding..... | \$ 27,000,000 |
| Total Budget Revenue..... | \$ 16,438,000 |
| Annual Revenue from CSFST..... | \$ 450,000 |

TAX RATE —

| | |
|-------------------------------|--------|
| Education..... | 2.4000 |
| Operations & Maintenance..... | 0.5000 |
| Transportation..... | 0.2000 |
| Working Cash..... | 0.0500 |
| I.M.R.F..... | 0.0139 |
| Tort Immunity..... | 0.1392 |
| Bond & Interest..... | 0.5387 |
| Fire Prevention..... | 0.0500 |
| Social Security..... | 0.0139 |
| Special Education..... | 0.0400 |
| TOTAL..... | 3.9457 |

THE BOARD OF EDUCATION

The Arthur CUSD 305 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 |
|-----------------------------------|--------|
| Beth Wiley, President..... | 15 |
| Ryan Nettles, Vice President..... | 9 |
| Monica Green, Secretary..... | 8 |
| Brock Casteel, Board Member..... | 7 |
| Mitch Fleming, Board Member..... | 1 |
| Jenny Moore, Board Member..... | 1 |
| Justin Wierma, Board Member..... | 7 |

**Years served on the Arthur CUSD 305 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:

- Has Finance/Budget expertise
- Develops and works cooperatively/effectively with BOE
- Excellent written and verbal Communication Skills/Collaborative
- Fosters a Professional Culture for Educators
- Facilitates Continuous Improvement through Data/Program Analysis
- Develops with stakeholders, District Goals/Strategic Plan
- Facilitates meaningful and ongoing Family/Community Engagement

Previous successful teaching experience is required.

Previous successful administrative experience is required.

Residency in the district is required.



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