

Announcement of Vacancy

Superintendent

Pecatonica CUSD 321



October 2026

MISSION STATEMENT

The mission of the Pecatonica School Community is to continue to provide students with the necessary abilities, which will enable them to become positive, informed, contributing citizens in a global society.

To that end, educational professionals and others in the community will provide a positive educational climate while continually seeking innovative curricular programs and strategies designed to challenge and prepare our students to become lifelong learners in an ever-changing society.

ANNOUNCEMENT OF VACANCY

The Board of Education of Pecatonica CUSD 321, Pecatonica, 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 to \$135,000 and a competitive benefits package including sick days, vacation days personal days, health insurance, dental/vision insurance, life insurance, and TRS/THIS contributions. 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.

Pecatonica CUSD 321 is an equal opportunity employer and the Illinois Association of School Boards is an equal opportunity employment search agency.

A PROJECTED TIMELINE

Application Deadline:
November 6, 2026 by Noon (CST)

Candidates Presented to Board:
November 18, 2026

Board Interviews Candidates:
November/December 2026

New Superintendent Appointed:
December 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) November 6, 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?

GENERAL INFORMATION ON THE DISTRICT AND AREA

LOCATION — Pecatonica is a village in Winnebago County, Illinois. It is a rural area, approximately 15 miles west of Rockford, Illinois. The population was 2,195 at the 2010 census, up from 1,997 in 2000.

The Pecatonica School District is located in the quiet and well-kept Village of Pecatonica, population around 2100. The village is nearly equidistantly located west of Rockford, east of Freeport, and south of the Wisconsin state border. The district comprises the town of Pecatonica, Westlake Village and rural areas of both Winnebago and Stephenson counties. The Pecatonica River marks the village's northern border and several Winnebago County forest preserves are within close proximity, providing recreational and educational opportunities. The school district plays a significant role in the community and is very well supported. Home of the Winnebago fairgrounds.

TYPE — PreK-12; 804 Students.

OFFICE — 1300 Main Street, Pecatonica, IL 61063.

STAFF — 3 Principals, 1 Assistant Principal, 86 Certified Faculty, 84 Non-Certified Staff.

CENTRAL OFFICE PERSONNEL — Superintendent, Superintendent's Secretary, and Bookkeeper.

CURRICULUM — Pecatonica School District prepares students for their futures. The curriculum is coordinated and emphasizes academic achievement. Pecatonica students have consistently excelled on state mandated assessments. Numerous academic excellence awards, Bright Star Award, National Blue Ribbon School, WorldWide Youth Science and Engineering State Championship are recent recognitions. The district utilizes NWEA MAPs, SuccessMaker, SAT assessment series.

Technology influences all aspects of the district's curriculum. The Technology Director and technology department ensure the curriculum is supported. Each classroom contains a SmartBoard or SmartPanel. Over one thousand chromebooks are distributed to the students and staff. The district is a Google school.

The district provides vocational opportunities to students through the industrial arts classes and agricultural classes. The district is a member of CareerTec vocational cooperative and Winnebago Special Education Cooperative.

An outdoor curriculum is available through programs at the nearby Illinois Conservation Foundation property, including Environmental Education.

SPECIAL SERVICES — The district operates a fleet of fifteen school buses. There are nine regular routes, one vocational route and three special education routes. Transportation is supervised by the Transportation Director. Each building provides hot lunches under the direction of our food service director. The buildings are monitored by our

maintenance staff and kept clean by a well trained and equipped custodial staff.

FACILITIES — Pecatonica Elementary School — EC through 4th Grades. Pecatonica Community Middle School — 5th through 8th Grades. Pecatonica High School — 9th through 12th Grades.

TRANSPORTATION — The school district leases school buses. The district employs a transportation director and approximately 17 bus drivers. The district has 9 regular routes, 2 Career Tech routes and several special education transports.

FOOD SERVICE — Food is prepared in each of the building kitchens. Breakfast is not served. Food Service consists of a food service director and 11 cooks.

DISTRICT WEBSITE — <https://www.pecschools.com>

MEMBER OF — Boone/Winnebago Regional Office of Education; Winnebago County Special Education Cooperative; Illinois Association of School Boards; Illinois Association of School Administrators; Illinois Association of School Business Officials; Illinois High School Sports Association.

MEDICAL SERVICES — Mercy Health Center, Bonvallet Family Dentistry, Pecatonica Chiropractic Center.

CULTURAL — Pecatonica Playhouse Theatre.

RECREATION — Sumner Park, Blassingham Park, Pecatonica Prairie Trail, Little Indian Playground.

PLACES OF WORSHIP — First Baptist Church of Pecatonica, First Congregational Church, First Lutheran Church, New Life Bible Church, River's Edge Bible Church, Pecatonica United Methodist Church, St. John's Lutheran Church, St. Mary's Catholic Church.

RETAIL — Topway Foods, Greenlight Floral, Pecatonica Hardware, Northstar Graphics, Black Moon Collective, Mike's One Stop, Pecatonica Mobil.

FRATERNAL AND PROFESSIONAL ORGANIZATIONS — Lion's Club, Rotary Club, Masons.

COLLEGES — Rock Valley College, Highland Community College, Rockford University, Rockford Career College.

INDUSTRY — Bay Valley Foods, Anpec Industries, Manus Repair Center, Skinners Auto Body.

FINANCIAL DATA

EAV.....	\$157,182,295
Bonds Outstanding.....	\$ 761,512
Total Budget Revenue.....	\$ 12,026,473

TAX RATE —

Education.....	3.2645
Operations & Maintenance.....	0.0890
Transportation.....	0.2837
Working Cash.....	0.0309
I.M.R.F.....	0.1481
Tort Immunity.....	0.0377
Debt Service.....	0.0890
Health Life Safety.....	0.0694
Social Security.....	0.1167
Special Education.....	0.0292
TOTAL.....	4.6028

THE BOARD OF EDUCATION

The Pecatonica CUSD 321 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
Robert Ackerman, President.....	11
David Huttenlocher, Vice President.....	5
Alicia Piper, Secretary.....	3
Brent Massingill, Board Member.....	7
Todd Jacobs, Board Member.....	5
Jamie Countryman, Board Member.....	3
Jessica Owens, Board Member.....	1

**Years served on the Pecatonica CUSD 321 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:

- Excellent written and communication skills and collaborative
- Facilitates meaningful and ongoing family engagement
- Has finance and budget expertise
- Develops and works cooperatively with the Board of Education
- Ensures the employees' knowledge and skills grow
- Ensures an inclusive and safe school environment
- Fosters a professional culture for educators

Teacher and principal experience required

District level experience preferred

Experience with strategic planning.

Experience with long-range facility planning.



This Professional Superintendent Search is being conducted by the Illinois Association of School Boards, Kevin Carey, Consultant Executive Searches, (630) 629-3776, ext. 1231.

