



## **CARNEY-NADEAU SCHOOLS PRELIMINARY POSTING**

**The Board of Education for the Carney-Nadeau School District is in search of a new Superintendent/Principal. This is only the preliminary posting; a detailed profile of the ideal candidate will be added at a later date.**

**Centrally located between the cities of Menominee, Escanaba, and Iron Mountain in the scenic heart of Michigan's breathtaking Upper Peninsula, Carney-Nadeau Public School serves approximately 200 students in grades GSRP-12. The district's picturesque geographic location provides year-round access to world-class hunting, fishing, hiking, and camping. Seasonal activities such as skiing, snowmobiling, boating, swimming, golfing also abound and are all just a short drive away. The surrounding community boasts several well-established businesses, quick access to healthcare providers, the U.P.'s largest casino, and numerous thriving manufacturing concerns and industries. The annual Memorial Day festivities, in which the entire community takes part, are a cherished tradition by which we bring the school year to a close and celebrate the start of summer. At summer's end, the fall colors experienced each October must be seen to be believed.**

**Carney-Nadeau Public Schools offers a wide range of educational opportunities including access to dual-enrollment college classes, an Early Middle College Program, in-house courses that provide Cambridge University credits, ISD CTE classes with aligned accreditation, student support for Social Emotional Wellness, and serves as the fiscal agent for a highly successful Alternative and Adult Education provider. Additionally, we are the proud and supportive home of the Carney-Nadeau Wolves athletic programs which have garnered ten state-championship titles, including back-to-back titles in girls' varsity basketball. Beyond athletics, our BETAWolves Robotics team has competed at the World Championship level and in the 2024-25 school year, our graduation rate was 100%. Our buses are new, our building grounds are clean and well-maintained, and we are served by a loyal and dedicated staff that works tirelessly to ensure students' success while sustaining the trust and support of the surrounding community.**

### **DISTRICT POINTS OF PRIDE**

- Consistent leadership for the past 15 years, several past graduates serve on teaching staff with low annual turnover**
- Highly experienced network of support including personnel exceedingly well versed in special education, school finance, and athletics**
- Safe and secure facilities, sustained access to school liaison officer, 31n providers, and school counselors. Student disciplinary infractions are uniformly of the lower-level variety.**
- Recently remodeled facilities, modern classrooms with up-to-date technology, definitive plans for future improvements**
- Low student-to-teacher ratios and small class sizes**
- Steady fund-balance growth since 2020, with a \$384,000 surplus accrued in 2024-25**
- Served and supported by highly-experienced professionals and specialists through the Menominee County ISD**
- A healthy mix of highly experienced and relatively recent School Board members all of whom give selflessly of their time to further the school's success.**

## DISTRICT DATA

Student Enrollment	222
Teachers	19
Administrators	2
Counselors/Social Workers	1
Paraprofessionals	8
Support Staff/Other Staff	10
Other	4
Debt Retirement	\$0
Sinking Fund	\$0
School Buildings	2
2025-2026 Per-Pupil Foundation	\$10,050
Tax Base Non-PRETV	\$73,484,099
Tax BASE Comm. PPTV	\$26,342,591
Non-Homestead Levy	16.9774

### Recent Audit Information

Annual General Fund Revenue	\$3,773,047
Annual General Fund Expenses	\$3,385,463
General Fund Balance	\$1,202,015
Capital Projects Improvement	\$0

### BOARD OF EDUCATION

	<u>Term Expires</u>
Linda Corrigan, President	12/31/2026
Gerald Hoduski, Vice President	12/31/2028
Michael Corrigan, Secretary	12/31/2030
Forrest Tickler, Treasurer	12/31/2030
Coria DeGrave, Trustee	12/31/2028
Sarah Jackson, Trustee	12/31/2026
Michelle Johnson, Trustee	12/31/2026

The Board will offer a comprehensive, multi-year contract. Compensation will be commensurate with experience of the successful candidate and requirements of the position. The Board has established a salary range of \$90,000 to \$120,000.

### APPLICATION PROCEDURE

Interested candidates should complete and submit an online application found at <https://masb.myrevelus.com/>. Completed online applications must be submitted no later than 4:00 pm CST on 6/23/2026. No "hard copy" or fax copies accepted. IF requested by the candidate, materials will be treated confidentially through the screening process. Candidates names will become public at the time an interview is scheduled. Candidates are asked not to contact board members directly. All questions regarding the search should be directed to Mary F. Brayak, Consultant, Michigan Association of School Boards, at 906-286-3598 or [maryfbrayak@gmail.com](mailto:maryfbrayak@gmail.com).

### SEARCH TIMELINE

Application Deadline	6/23/2026 @ 4 PM CST
Selection of Candidates to Interview	7/9/2026
1 <sup>st</sup> Round Interviews	7/25/2026
2 <sup>nd</sup> Round Interviews	8/1/2026
Start Date	8/3/2026 or TBD



## **CARNEY-NADEAU SCHOOL DISTRICT SUPERINTENDENT SEARCH CRITERIA**

The Carney-Nadeau School District is seeking an experienced collaborative leader to work with the Board of Education, staff, local educational agencies, and communities to create a successful, educational experience for all students. The Board has identified the following criteria for identifying the next Superintendent/Principal:

### **VISION**

- Ability to lead and inspire others toward a shared district vision
- Desire to work collaboratively with all stakeholders
- Promotes and leads a culture of educational and academic excellence
- Identifies emerging trends and develops strategies to identify, address, and manage potential impacts
- Resourceful visionary with the ability to address district needs and goals to best serve students
- Identifies emerging trends, anticipates impact to the district and develops strategies to address impacts

### **MANAGEMENT & DECISION-MAKING**

- Partners with the Board of Education and stakeholders to develop clear, sustainable district goals
- Ability to develop creative solutions to complicated issues or problems
- Collaborator with ability to identify necessary changes in the best interest of the district
- Effective oversight and management of district's finances and facilities
- Plans forward to ensure stability for the district and families
- Effectively explains district decisions and provides timely feedback to all stakeholders

### **PROFESSIONAL**

- Master's Degree required/Administrative Degree preferred
- Previous Superintendent experience preferred
- Building-level administrative experience preferred
- K-12 teaching experience preferred
- Record of success in past administrative positions
- Background including collective bargaining and contract negotiations

### **PERSONAL QUALITIES**

- Motivates staff by cultivating a welcoming, transparent culture of belonging across the district
- Employs a collaborative and inclusive leadership style
- Honest, ethical, and responsive – follows-up and follows-through
- Effective listener and communicator in all settings
- Approachable, personable, transparent communication style
- Embodies the highest degree of moral values, professional appearance, and ethical behaviors
- Maintains visibility and accessibility to staff, parents, and community at school and community events