ANNOUNCEMENT OF VACANCY
SUPERINTENDENT OF EDUCATION
Lee County Schools
Opelika, Alabama

The Lee County Board of Education seeks an outstanding educational leader to serve as superintendent beginning January 1, 2027.

Job Title: Superintendent of Lee County Schools

Job Description: The Superintendent serves as the chief executive officer of the Lee County Board of Education. The Superintendent's duties include those prescribed for superintendents under the Alabama Code (§16-9-1, *et seq*.) and corresponding requirements and regulations established by the Alabama State Board of Education and the Lee County Board of Education. The Superintendent is responsible for implementation of Board policies and its approved goals and objectives. The Superintendent oversees and directs the effective operation of the District, including the general administration of all instructional, business, and other functions. The Superintendent advises and makes recommendations to the Board of Education respecting such activities, including policies and procedures deemed appropriate to the attainment of District goals and legal compliance. The Superintendent provides effective leadership for the District and maintains clear and consistent lines of communication with the Board, central office and school leadership teams, all District employees, parents, students, media and other stakeholders.

Required Qualifications:

- General fitness and character appropriate to the position;
- Master's degree from a recognized four-year college or university;
- Certification in administration and recognized ability as a school administrator;
- A minimum of five years' successful experience in and general knowledge of public school administration;
- Such other minimum qualifications as may be established by statute or the State Board of Education;
- The applicant must be able to begin employment by January 1, 2027.

Preferred Qualifications:

- Doctorate degree from a recognized college or university program.

- Experience as a Superintendent, Assistant Superintendent, and/or secondary school level principal.

Other Traits: The Board is seeking a leader with strong interpersonal, organizational and leadership skills to manage the system effectively and efficiently. The successful candidate will be required to reside in Lee County, Alabama. K-12 school-age children of the Superintendent are expected to attend Lee County Schools, absent extenuating circumstances. Other desired traits include:

- Maintain, develop and implement diverse educational opportunities, built an academic fundamental, for all students;
- Develop and document a strategic plan for 1) student achievement at all grade levels, 2) staffing and 3) safety, technology and facilities;
- Maintain and manage a team and operational cadence for day-to-day instruction, extra-curricular and support functions;
- Develop and maintain a high performing leadership team with cognizance of succession planning;
- Define a hierarchical organizational structure, communicate that structure to the whole team and delegate effectively;
- Demonstrated financial management skills and experience;
- Communicate effectively with students, parents, the community, the board, city and county governments, elected officials, media, fellow educational leaders and other stakeholders of Lee County Schools;
- Promote the district and encourage engagement;
- Good character, high moral standing, and personal integrity;

Salary Range: The salary range for the position is $200,000 - $235,000, plus benefits. Salary is negotiable based on the successful candidate's educational attainment, experience and proven track record of success.

Application Information: The applicant is requested to print, sign and submit an application on the approved form (available at www.lee.k12.al.us with a cover letter, resume, and at least four professional references by e-mail to: wsanderson@bishopbrooks.com

or by mail to:

Lee County Superintendent Search
c/o Bishop Brooks
2101 West Clinton Ave., Suite 402
Huntsville, Alabama 35805

In addition, a verified transcript from the institution that granted the applicant's highest degree must be requested by the applicant and sent directly by regular mail or by e-mail to: wsanderson@bishopbrooks.com

For additional information, please contact Woody Sanderson at (256) 603-9832, or wsanderson@bishopbrooks.com.

DEADLINE FOR APPLYING: **ALL APPLICATIONS FOR THE POSITION MUST BE RECEIVED IN THE OFFICE OF BISHOP BROOKS BY THE CLOSE OF BUSINESS 5 P.M. CENTRAL DAYLIGHT TIME ON OCTOBER 19, 2026. APPLICANTS ARE *STRONGLY* URGED TO PERSONALLY VERIFY TIMELY SUBMISSION OF THEIR APPLICATION MATERIALS.**

Posting of Notice: This notice is made, published and posted all in accordance with Section 16-9-12, *Code of Alabama, 1975,* and Section 16-22-15, *Code of Alabama, 1975.* This notice shall be posted at and in a conspicuous place by the Principal of each of the school campuses of the District, in all District worksites, and at the Central Office of the Board of Education located at 2410 Society Hill Road, Opelika, AL at least thirty (30) calendar days before the position is to be filled. The Lee County Board of Education is an equal opportunity employer.

Timeline: The Board of Education has established an anticipated timeline for the search to fill the Superintendent position. The timeline is attached to this notice and also may be found at www.lee.k12.al.us.

Background Check Required:

A background investigation is required for consideration for this position. Investigations may include, but are not limited to, analysis of public and private documents, contact with former employers, verification of employment, education and credentialing, information from background check providers, and contact with professional references. The Applicant's signature to the application for the position and attached FCRA Disclosures shall constitute authorization for Lee County Schools, its legal counsel, Woody Sanderson of Bishop Brooks, and his agent, The MOSES GROUP, LLC, to conduct a background investigation, as described above, including a credit history report and a social media search. Applicant's signature to the application also constitutes an acknowledgment that information revealed from the background investigation may be used for determining eligibility and qualification for employment consideration, and for continued employment if hired. The Applicant will be notified in accordance with the Fair Credit Reporting Act (FCRA) before any employment decision is made if made based on information in the report and any information gathered will be provided to the applicant by Bishop Brooks upon written request.

The Lee County Board of Education reserves the right to waive nonmaterial defects or discrepancies in applications; to verify, clarify, or obtain additional information regarding applicants, including relevant background information; and to consider qualified candidates who have not participated in the formal application process described above.

To learn more about Lee County Schools, visit:

Websites: To learn more about Lee County area, visit the following websites:

www.leeco.us; www.smithsstational.gov; www.loachapoka-al.org; www.auburnalabama.org; www.opelika-al.gov; www.opelikachamber.com; www.auburnchamber.com; www.aotourism.com