

## **Job Posting: Superintendent for Green Bay Area Public School District**

**Location:** Green Bay, Wisconsin

**Position:** Superintendent of Schools and Learning

**Employment Type:** Full-Time

**Start Date:** July 1, 2026

**About Us:** The Green Bay Area Public School District (GBAPS) is Wisconsin's fourth-largest school district, serving over 18,000 students across 39 schools with the support of more than 3,500 dedicated staff members. Our mission: To educate all students to be college, career, and community ready, inspired to succeed in our diverse world.

GBAPS offers a wide range of programming, including International Baccalaureate and dual enrollment courses, project-based learning, career & technical education, fine arts, gifted & talented services, and bilingual pathways. With more than 40 languages spoken in our schools, GBAPS is proud to serve a richly diverse community and is committed to equity, inclusion, and student success.

### **About Green Bay**

Nestled along the shores of Lake Michigan's Green Bay, the City of Green Bay offers the charm of a mid-sized community with the amenities of a larger metropolitan area. Known worldwide as the home of the Green Bay Packers, the city boasts a proud history, vibrant culture, and a strong sense of community. The city is home to outstanding institutions of higher education, a nationally rated amusement park (with free parking and admission), a wildlife sanctuary that rehabilitates 6,000 sick or injured wild animals each year and also hosts a public kindergarten. Residents enjoy an affordable cost of living, excellent healthcare, diverse neighborhoods, and a welcoming environment that blends tradition with modernity.

Green Bay is also a regional hub for industry and commerce. Historically recognized as one of the nation's leading paper production centers, the city is home to long-standing paper mills and advanced manufacturing facilities that continue to fuel the local economy. Today, Green Bay's economic base combines this legacy with growth in logistics, healthcare, food processing, and emerging technology sectors. This diverse industrial and commercial presence supports a stable economy, provides a wide range of career opportunities for families, and reflects the city's tradition of hard work and innovation.

### **Quality of Life**

Green Bay is a destination for outdoor recreation, arts, and entertainment. The Fox River waterfront features parks, trails, and a revitalized downtown with restaurants, cultural venues, and family-friendly attractions. The city is within easy reach of Door County's scenic landscapes and Lake Michigan's shoreline, making it ideal for those who love year-round activities from boating and fishing to hiking, cycling, and winter sports. With a growing economy, outstanding schools and universities, and a strong commitment to community engagement, Green Bay is an exceptional place to live, work, and raise a family.

### **Core Responsibilities of the Position**

The successful candidate will serve as the Chief Executive Officer, leading the implementation of the district's [Strategic Plan](#) with a focus on Academic Excellence, a Thriving Student Body, a Thriving Workforce, and Family & Community Engagement. Grounded in the [Portrait of a Graduate](#) framework, this leader will translate the Board's vision into action by aligning people, systems, and resources to achieve measurable progress toward the district's goals. The superintendent will foster a culture of trust, accountability, and collaboration while ensuring that every student has access to high-quality learning experiences that prepare them for college, career, and community success.

## Qualifications:

- **Licensure:**  
Must meet eligibility requirements for a Superintendent's license in the State of Wisconsin.
- **Superintendent & Administrative Leadership Experience:**  
Requires a minimum of five years of successful experience as a superintendent or equivalent executive leader, including demonstrated skill in budget management, multi-unit leadership, and oversight of complex or geographically dispersed operations.
- **Proven Ability to Recruit, Develop, and Retain a High-Quality, Diverse Workforce:**  
Must demonstrate success in strengthening staff morale, supporting professional growth, and building effective systems for hiring and retention.
- **Data-Driven Leadership:**  
Must show evidence of improving student outcomes through data-informed decision-making and continuous improvement practices.
- **Community Engagement:**  
Must demonstrate a strong commitment to serving as an active, visible ambassador for the Green Bay community and a champion for public education.
- **Labor Relations:**  
Requires experience working collaboratively and productively with labor unions and collective bargaining units.
- **Board Collaboration:**  
Must have a proven ability to work in partnership with a school board to set priorities, establish goals, monitor progress, and deliver measurable results.
- **Communication and Relationship-Building:**  
Must possess exceptional written, oral, and visual communication skills and a proven ability to build and maintain strong relationships with diverse interest-holders, including effective communication with the media.
- **Experience Addressing Student Behavior, School Climate, and Safety:**  
Must demonstrate successful leadership in establishing safe, supportive school environments with consistent behavioral expectations and aligned student support systems.

## Compensation Information

Compensation for this key leadership role will be competitive and aligned with the candidate's experience and qualifications. The selected finalist will also receive a comprehensive benefits package. Specific details will be shared and discussed with candidates as they advance through the interview process.

## How to Apply

CESA 7 is proud to assist the Green Bay Area Public School District in its search for a new Superintendent. Qualified candidates are invited to submit a cover letter specifically addressing this opportunity, a resume that highlights the qualifications outlined above, and three professional references who can attest to their leadership and expertise. Those materials can be sent to Aaron Malczewski, CESA 7 Agency Administrator, at [greenbaysuperintendent@cesa7.org](mailto:greenbaysuperintendent@cesa7.org)

**Application Deadline:** January 23, 2026

## Other Important Dates

- January 27-February 6, 2026 - CESA 7 will conduct pre-screening for selected candidates
- February 24, 25, 26, 2026 - First round of interviews
- March 4, 5, 6, 2026 - Second round of interviews
- March 23, 2026 - Contract Approved
- July 1, 2026 – Contract effective date

By applying for this position, the applicant attests that all information provided is complete, accurate, and truthful to the best of their knowledge. Any false, misleading, or omitted information may result in disqualification from the search process or, if discovered after hire, may be grounds for termination of employment.

## Pre-Application Instructions

As mandated by the current provisions of Title IX of the Education Amendments of 1972 and under the regulations set forth in Chapter 106 of Title 34 of the Code of Federal Regulations (“the federal Title IX regulations”), the District does not unlawfully discriminate on the basis of sex in any education program or activity that the District operates. Title IX’s requirement not to discriminate in any education program or activity extends to cover, but is not limited to, District students, certain admissions processes, and District employment. Inquiries regarding how Title IX and the federal Title IX regulations apply to the District may be referred to the District’s Associate Legal Counsel - Discrimination and Title IX Coordinator (see below), the Assistant Secretary for Civil Rights-U.S. Department of Education, or both. Associate Legal Counsel - Discrimination and Title IX Coordinator: Abby Tilkens, 200 South Broadway, Green Bay, WI 54303, (920) 448-2284, [astilkens@gbaps.org](mailto:astilkens@gbaps.org).

## Nondiscrimination Statement:

The Green Bay School District does not discriminate in hiring or other personnel decisions against individuals based on age, race, religion, sex or sexual orientation, disability, citizenship, marital status, pregnancy, national origin, creed, color, political or religious affiliation, ancestry, arrest or conviction record, military service, use or nonuse of a lawful product off school premises during nonworking hours, declining to attend a meeting or to participate in any communication about religious matters or political matters, the authorized use of family or medical leave or worker's compensation benefits, genetic information, gender identity, gender non-conformity, gender expression, transgender status, or other factor prohibited by state or federal law.

Reasonable accommodations shall be made for qualified individuals with a disability or handicap. If you need an accommodation, please contact the Human Resources Department at the Green Bay School District.

## Applicants have rights under Federal Employment Laws

Family and Medical Leave Act (FMLA): <https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/fmlaen.pdf>

Equal Employment Opportunity (EEO):

[https://www.eeoc.gov/sites/default/files/2023-06/22-088\\_EEOC\\_KnowYourRights6.12ScreenRdr.pdf](https://www.eeoc.gov/sites/default/files/2023-06/22-088_EEOC_KnowYourRights6.12ScreenRdr.pdf)

Employee Polygraph Protection Act (EPPA): <https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/eppac.pdf>