

Superintendent/CEO Search for *Greene County ESC*



Our Motto

Educate. Support. Collaborate

About the Greene County Educational Service Center

The Greene County Educational Service Center (GCESC) is proud to serve the public school districts in Greene County, Ohio. The GCESC offers an array of programs and services including but not limited to Prevention Services, Instructional Support Services, Professional Development Services, Special Education Services and Programs. Related and specialized services include Speech/Language, Physical, Occupational Therapies, Adaptive Physical Education; Alternative School and Behavior Intervention for At-Risk Students; Mental Health Support Services, Vision & Hearing Intervention as well as Audiology Services, and Early Childhood Development/Preschool Programs.

GCESC serves the school districts of Beavercreek City, Cedar Cliff Local, Fairborn City, Greeneview Local, Bellbrook-Sugarcreek Local, Xenia Community, and Yellow Springs Exempted Village, as well as the Greene County Career Center. Located in the southwest part of the state, Greene County encompasses about 420 square miles in area.

The county is home to seven public school districts, and a county-wide career center, plus an array of colleges and universities. Several programs utilize other facilities throughout the county while many programs are housed in various school districts within Greene County, or involve cooperative arrangements with other entities.

Qualifications/Responsibilities

The Greene County ESC Governing Board has identified the following qualifications as having particular importance for the position of Superintendent. The ideal candidate must be committed to the highest personal and professional standards and exhibit leadership in the Center and community. The Superintendent must maintain integrity and high standards of ethics in all matters. Among other attributes sought, the successful candidate will demonstrate the following major characteristics:

- Chief Executive who will keep the Board fully informed and current with matters about the Center, one who will forge a strong partnership based on mutual trust and respect and can unify leadership;
- Willingness to become an active and contributing member of the school community and be comfortable with high visibility in programs and the community;
- Visionary and innovative skills along with an ability to create and articulate a vision with input from internal and external stakeholders, and implement action plans for ongoing Center improvement;
- Strong spokesperson with interpersonal skills who can publicly celebrate and market the successes of the ESC, and instill trust and unity in the community and at all staff levels by being approachable and collaborative;
- Decisive and innovative educational leader with a strong background in achievement and success for all students;
- Educational team leader who is able to develop, supervise and support teaching and administrative talent, who inspires high performance standards with accountability, and finds satisfaction in the success of others.
- Solid understanding of the ESC role in Ohio schools and the business aspect of the position.
- Successful school administrative experience and Ohio Superintendent license is required. Experience as a Superintendent and/or experience at a high administrative level at an ESC is preferred.

Deadline for applications is January 5, 2026

Compensation and Terms of Employment

The board intends to offer the successful candidate a contract as per law. The salary will be negotiable and commensurate with experience and qualifications

Application Process

Qualified individuals are encouraged to apply. Please submit:

- A cover letter emphasizing qualifications and reasons for interest;
- Completed Superintendent application found at: www.greeneesc.org
- An up-to-date resume;
- List three (3) references from associates or board members who can speak to candidate qualifications and work experience;
- A copy of current Ohio Superintendent Certificate/License;
- Credentials and transcripts

Note: Applicants should not make personal contact with any Board of Education members.

Tentative Timeline

Announce Vacancy	November 2025
Application Materials Due	January 5, 2026
Initial Interview	February 2026
Final Interviews	March - April 2026
Action to Employ	April 2026
Est. Employment Start Date	August 1, 2026,

with additional transitional days

These dates are approximate times. Applicants are reminded that application materials are subject to public records law.

All application material should be emailed to:

kkesling@greeneesc.org

Questions concerning the position to:

Kimi Kesling 937-767-1303 x1105

Board Members

Erik Eppers, President

Judy Lowstetter, Vice President

Liz Betz

Rhea Young

Pat Phipps

The Greene County ESC Governing Board is an Equal Opportunity Employer.

Employment is offered without regard to race, religion, age, color, national origin, gender, or disability.

APPLICATION FOR GREENE COUNTY ESC SUPERINTENDENT

Greene County Educational Service Center
 360 East Enon Rd.
 Yellow Springs, OH 45387
 (937) 767-1303



APPLICATION PROCEDURES: Please complete this application and return to:

***Kimi Kesling, HR Coordinator and Executive Assistant
 Greene County Educational Service Center
 kkesling@greeneesc.org***

1. Please enclose a copy of the following:
 - Completed and signed application form
 - Copy of current license(s) or evidence that one is available (if applicable)
 - Up-to-date resume with listed references and contact information
 - Salary and benefit requirements
 - Any information or material you believe to be relevant to your qualifications for the position
2. After review of the completed application and materials received, interviews will be arranged by invitation only.

DEMOGRAPHIC INFORMATION:

Name: _____	Email: _____
Permanent Address: _____	Home Phone: _____
City _____ State _____ Zip _____	Work Phone: _____
Number of months in military? _____	Cell phone: _____
Do you have a valid Ohio driver's license? Yes _____ No _____	

EDUCATIONAL PREPARATION & EXPERIENCE:

Name of School and Location	Dates Attended	Sem Hrs.	Degree	Major - Minor
College or University				
College or University				
College or University				
College or University				
Special				
Special				
High School				

LIST ALL OHIO LICENSES/CERTIFICATES THAT YOU CURRENTLY POSSESS OR FOR WHICH YOU HAVE APPLIED:

Type	Area(s)	Expiration Date

- Are you currently under contract? Yes _____ No _____
- Are you currently under contract for next year? Yes _____ No _____
 If “yes,” is it a multi-year: _____ When does your contract expire? _____
 If “yes,” with which district: _____
 If “yes,” what is your current salary? _____

- Have you ever been non-renewed, terminated or resigned in lieu of disciplinary action from any educational-related position? Yes _____ No _____
 If “yes,” please attach a supplemental document specifying the employer’s name, date and detail of the event(s).

WORK EXPERIENCE:

Name and Address of Entity	Inclusive Dates	# of Months	Position Held	Name of Board President, Superintendent or Supervisor	Phone

Does GCESC have your permission to contact the above individuals?	___ Yes ___ No
Does GCESC have permission to contact your current employer?	___ Yes ___ No

REFERENCES: Give the names, addresses, and phone numbers of at least four people who are familiar with your professional ability, personality and character.

Name:	Address:	Phone:
Position:	Email:	
Name:	Address:	Phone:
Position:	Email:	
Name:	Address:	Phone:
Position:	Email:	
Name:	Address:	Phone:
Position:	Email:	
Does GCESC have permission to contact your references?		_____ Yes _____ No

I certify the information in this application is true to the best of my knowledge. I authorize the Greene County Educational Service Center (GCESC) to conduct an appropriate reference check which may include former employer(s) as well as the Bureau of Criminal Identification and Investigation (BCII) and Federal Bureau of Investigation (FBI). I authorize GCESC to perform such background investigations as required by law.

Ohio Revised Code (ORC) 3319.39 stipulates any applicant under final consideration for appointment or employment in a position with a board of education as a person "responsible for the care, custody, or control of a child," must submit to a criminal records check conducted by the Bureau of Criminal Identification and Investigation (BCII) and Federal Bureau of Investigation (FBI). The fee for the background investigation is to be paid by the applicant if considered a finalist for the position. Failure to comply will result in the disqualification of the applicant for employment consideration.

I understand and agree that if I am employed prior to the receipt of the BCII/FBI report and verification of my work experience, my continued employment will be contingent upon: 1) satisfactory work experience as verified by contacts with my former employers; and 2) receipt of a report demonstrating that I am in compliance with GCESC Board of Governors rules and regulations (including BCII/FBI reports) regarding applicant/employee records.

I attest that the information contained in this application and in my resume is true and complete, and I understand that if it is not, I may be eliminated from consideration for this position. If, after being hired, falsehoods or omissions are discovered in my application or resume, I understand that my employment may be terminated. By affixing my signature, I agree to the conditions listed on this application and if employed, I will tender my resignation of employment should I fail to fulfill these conditions.

Signature of Applicant

Date