

**DISTRICT FINANCIAL INFORMATION**

Total Valuation: \$487,701,926.00

Mills

Inside: 4.2

Outside (voted) 46.25

Bond (voted) 2.5

Permanent Improvement (voted) 2.5

Appropriations:

General Fund \$24,518,000.00

Total Funds -all funds \$63,740,896.00

Receipts      General Funds

Local Taxes    \$11,921, 652.00

State Taxes    \$14,161,422.00

Federal Taxes \$1,719,648.00

Enrollment 1,917.00

Number of Employees: 235

Certificated        135

Non-Certificated    71

Administrators      10 (including treasurer)

Treasure's Staff    2

Bond Rating        Aa3

Funds:

Governmental and similar Fiduciary funds: general, federal and state special revenue, permanent improvement, athletic, special trust, student activity, principal-funds. Proprietary funds: food service, uniform school supplies, rotary and internal service.



**COMPENSATION AND TERMS OF EMPLOYMENT**

The board intends to offer the successful candidate a multiyear contract. Salary and other fringe benefits are negotiable, commensurate with the candidate's qualifications.

Board of Education

Brittany Maniscalco, President    6 years

Gregg Warner, Vice President    2 years

Dianna Barley                        6 years

Carol Hrvatin                         8 years

Ted Bricker                            12 years

**TENATIVE TIMETABLE**

Announce vacancy                  April 16, 2026

Interviews begin week of          May 11, 2026

Action to employ                    June 1, 2026

Superintendent duties begin      July 1, 2026

**APPLICATION PROCESS**

Nominations and applications by qualified candidates are encouraged. Please submit by mail, email or in person:

- A letter emphasizing qualifications and reasons for interest
- An up to date resume
- A copy of current Ohio Superintendent License
- Completed application

Questions can be directed to: Michael Douglas  
Phone: 330-332-0316  
Fax: 330 332 8936  
Email [Douglasm@salem.k12.oh.us](mailto:Douglasm@salem.k12.oh.us)  
Web page: <http://salemquakers.k12.oh.us>

All application materials should be sent to:  
Brittany Maniscalco  
P.O. Box 553  
Salem, Ohio 44460

Employment opportunities are offered without regards to age, race, color, religion, ancestry, national origin, citizenship status, gender, handicap or status as a Vietnam era or special disabled veteran. Qualified applicants who are disabled and require special assistance to respond to this employment announcement should contact the Treasurer at:

Phone 330-332-0316

Email [Douglasm@salem.k12.oh.us](mailto:Douglasm@salem.k12.oh.us)

## QUAKER PRIDE

Salem, Ohio is located in the rolling foot hills of the Appalachians, between Pittsburgh and Cleveland. Founded in 1806 by members of the Society of Friends, the city was active in the early anti-slavery movement and women's suffrage; the nation's second women's rights convention was held here in 1851. Much of Salem is still evident, with two nationally registered historic districts and more than a dozen underground railroad homes still standing, several designated for the historical importance to Ohio.

Salem's economy was built largely on heavy industry and the railroads, which still contributes to the economy today. As Salem's wealth grew rapidly during the 20th century, its economy diversified to include other industries, such as publishing, medical, and food processing. With Salem's increasing stature in the region, the number of community-minded and civic organizations grew rapidly and Salem now has a wealth of these organizations today. Many of these organizations are dedicated to supporting education, the needy, and the community's economy.

**Community Support:** Helping the community improve the quality of life is the mission of the Salem Community Foundation. Through special grants, the foundation supports charitable educational, scientific, literary, artistic, and civic efforts, as well as public safety, welfare and recreational programs. In 2025, the Foundation awarded over \$235,000 in grants. In addition, the Salem Alumni Association awards a significant number of scholarships to deserving Salem graduates each year. In 2025, 115 graduating seniors received \$405,000.00 in scholarships.



## About the District

### Great Schools! Great Students!

The Salem City School District, founded in 1851, is among the oldest in the state, and boasts a proud history of achievements. Among its notable alumni are businessman and philanthropist Max Fisher, world-renowned painter Charles Burchfield, and entertainment pioneer Alan Freed. In 1903, Ohio's first alumni association-sponsored scholarship program was founded and today remains one of the largest in the state. In 1928, the first night football game under the lights was held in venerable Sebo Stadium (formerly known as Reilly Stadium), still used today.

Building on the traditions of achievement, the District currently offers instruction to over 1,940 students through the core of comprehensive academic programs that include college preparatory, CCP classes and CBI - Career Technical Training. The District also offers a broad range of fine and applied arts as well.

Outside the classroom, the Salem City School District offers a wide variety of varsity and club level sports, including bowling, golf, swimming, and tennis. Students interests are supported by a diverse slate of student clubs, including photography, and theater.

The District operates five schools in 4 locations: Buckeye Elementary (K-2), Reilly Elementary (3-4), Southeast Elementary (5-6), Salem Junior High (7-8) and Salem Senior High (9-12). The District employs 235 people.

Salem School District is embarking on a new chapter, as the District is in the process of building a state-of-the-art K-8 school building. Designed to foster innovation and collaboration, the new facility is slated to open in August 2027, providing students with a modern, dynamic, and supportive learning environment.

In the past year, the District has concentrated on student achievement, investing heavily in academic achievement programs. It instituted formal District Goals that cite students achievement as a top priority; implemented an innovative and comprehensive prevention program to provide targeted student support; established additional Title I programs Mathematics and Reading; partnered with

The Salem Public Library to implement an Early Literacy Program for preschoolers; and the District has administrators who bring experience and expertise in curriculum areas in need of improvement.

### DISRICT GOALS

- Maintain and build on Excellent rating into the future, achieving the State's highest level of distinction.
- Continue to work on fostering a fair and welcoming classroom environment conducive to student learning and a feeling of belonging.
- Introduce and implement initiatives that make Salem more competitive for the 21st century careers through the introduction of more challenging classes, advanced technology, and comprehensive career planning.
- Create effective communication tools in order to provide information to and receive feedback from students, parents, and community members in a timely manner, making it easy for them to understand the news, activities, and performance of the District.
- To ensure the K-8 campus will provide every student with the opportunity to achieve success, with a strong foundation in literacy and numeracy.

### LEADERHIP PROFILE

The Salem Board of Education, along with its staff and community, are seeking a superintendent with proven leadership capabilities, and the desire to become the leader of the school district - a vital community resource. The ideal candidate must be committed to the highest personal and professional standards.



Salem City School District  
1226 East State Street  
Salem, Ohio 44460



**Please remit to:**  
Brittany Maniscalco  
PO Box 553  
Salem, Ohio 44460

## Employment Application for Superintendent

### General Information

Name \_\_\_\_\_ Date \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Phone \_\_\_\_\_

Current position/title \_\_\_\_\_

Current employer \_\_\_\_\_

May we contact your current employer? Yes \_\_\_ No \_\_\_

Military experience? Yes \_\_\_ No \_\_\_

### Professional Data

Are you currently under contract with a school district? Yes \_\_\_ No \_\_\_

When does your current contract expire? \_\_\_\_\_

Do you have an Ohio superintendent's license? Yes \_\_\_ No \_\_\_

If yes, when does your license expire? \_\_\_\_\_

If no, please explain why you are qualified in an attached note.

### Education

Provide the name and location of high school and all post-secondary schools. You may include additional sheets as necessary.

High School \_\_\_\_\_ Dates Attended \_\_\_\_\_

Diploma / Degree \_\_\_\_\_

Undergraduate School \_\_\_\_\_ Dates Attended \_\_\_\_\_

Diploma / Degree \_\_\_\_\_

Graduate School \_\_\_\_\_ Dates Attended \_\_\_\_\_

Diploma / Degree \_\_\_\_\_

**Superintendent Experience**

Please begin with your most recent position. If none, please skip to the next section.

District \_\_\_\_\_ Dates Employed \_\_\_\_\_

Address \_\_\_\_\_

District \_\_\_\_\_ Dates Employed \_\_\_\_\_

Address \_\_\_\_\_

District \_\_\_\_\_ Dates Employed \_\_\_\_\_

Address \_\_\_\_\_

District \_\_\_\_\_ Dates Employed \_\_\_\_\_

Address \_\_\_\_\_

District \_\_\_\_\_ Dates Employed \_\_\_\_\_

Address \_\_\_\_\_

**Previous Work Experience**

Please begin with your most recent position.

Employer \_\_\_\_\_ Dates Employed \_\_\_\_\_

Address \_\_\_\_\_ Phone \_\_\_\_\_

Position / Title \_\_\_\_\_ Supervisor \_\_\_\_\_

Employer \_\_\_\_\_ Dates Employed \_\_\_\_\_

Address \_\_\_\_\_ Phone \_\_\_\_\_

Position / Title \_\_\_\_\_ Supervisor \_\_\_\_\_

Employer \_\_\_\_\_ Dates Employed \_\_\_\_\_

Address \_\_\_\_\_ Phone \_\_\_\_\_

Position / Title \_\_\_\_\_ Supervisor \_\_\_\_\_

Employer \_\_\_\_\_ Dates Employed \_\_\_\_\_

Address \_\_\_\_\_ Phone \_\_\_\_\_

Position / Title \_\_\_\_\_ Supervisor \_\_\_\_\_

Employer \_\_\_\_\_ Dates Employed \_\_\_\_\_

Address \_\_\_\_\_ Phone \_\_\_\_\_

Position / Title \_\_\_\_\_ Supervisor \_\_\_\_\_

**Other Information**

Have you ever been convicted of or pled guilty or no contest to any felony; an offense of violence, a drug offense, a theft offense, an offense that is of a sexual nature, or an offense in which a child was the victim? (Answering “yes” will not necessarily disqualify the applicant from employment)

Yes \_\_\_

No \_\_\_

If yes, please explain.

Has your Superintendent’s License ever lapsed, been terminated, or suspended? (Answering “Yes” will not necessarily disqualify applicant from employment.)

Yes \_\_\_

No \_\_\_

If yes, please explain

**References and Credentials**

Please list at least four references. At minimum, three should be professional references.

Name \_\_\_\_\_ Position / Title \_\_\_\_\_

Address \_\_\_\_\_ Phone \_\_\_\_\_

Name \_\_\_\_\_ Position / Title \_\_\_\_\_

Address \_\_\_\_\_ Phone \_\_\_\_\_

Name \_\_\_\_\_ Position / Title \_\_\_\_\_

Address \_\_\_\_\_ Phone \_\_\_\_\_

Name \_\_\_\_\_ Position / Title \_\_\_\_\_

Address \_\_\_\_\_ Phone \_\_\_\_\_

Name \_\_\_\_\_ Position / Title \_\_\_\_\_

Address \_\_\_\_\_ Phone \_\_\_\_\_

If you have experience as a superintendent, please include administration and board members with whom you have worked.

**Applicant Agreement**

I certify that the answers given herein are true and complete to the best of my knowledge. I understand that any false or misleading information provided in this application or during the interview process may result in disqualification from consideration or termination of employment.

I understand that, if employed, I will be required to comply with all policies, rules, and regulations of the Board of Education and administration of Salem City School District.

I understand that, if selected for the position, I will be required to provide documentation verifying my identity and authorization to work in the United States in accordance with federal law.

I further understand that employment is contingent upon the successful completion of a criminal background check through the Ohio Bureau of Criminal Investigation and, if applicable, the Federal Bureau of Investigation. I understand that I may be responsible for costs associated with these procedures in accordance with district policy.

I authorize the Board of Education of Salem City Schools and its representatives to conduct a review of my background, including verification of my credentials and contact with references for the purpose of evaluating my qualifications. I consent to such inquiries and understand that the information obtained will be used in determining my suitability for employment.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

A complete application includes:

- Cover Letter
- Completed Application
- Resume
- Copy of valid Ohio superintendent's license. (If not available, please include an attached note)
- BCI Verification Letter

**IMPORTANT NOTE: Incomplete applications will not receive further consideration**

