



Information for Applicants for the Position of **SUPERINTENDENT** **BENICIA UNIFIED SCHOOL DISTRICT**

THE POSITION

The Board of Education of the Benicia Unified School District invites highly qualified educational leaders to apply for the position of District Superintendent. The Board welcomes a diverse group of candidates.

PROFESSIONAL PROFILE

The Benicia Unified School District seeks a superintendent who:

- Is a strong and effective instructional leader
- Has been a classroom teacher, principal and executive cabinet leader in California public schools, superintendent experience desirable
- Has a track record of success in identifying, evaluating and implementing the educational strategies and actions which address fundamental issues of academic achievement, equity and the social emotional needs of our student population
- Has leadership experience which demonstrates the ability to work collaboratively with students, staff, parents, and community and bring them together under one common purpose
- Has strong human relations and communication skills and provides consistent and focused communication through the use of different media available to reach out to our students, staff, parents, and community
- Involves others in decision making, values input and is responsive to the thinking of others
- Has a track record of success in building strong, consistent and coherent district-wide systems
- Has a track record of success in identifying, evaluating and leading initiatives which improve the achievement of all students in a welcoming, safe and supportive learning environment
- Understands and values the culture of our district and community
- Has a good understanding of K-12 budgets, state finances and experience in helping a district strengthen and sustain local funding sources such as bonds, parcel taxes, foundations
- Has successful experience building the capacity of all staff
- Has successful experiences working collaboratively with labor groups
- Has demonstrated the ability to successfully work with and through others in establishing and implementing a clear district-wide vision
- Will maintain and grow partnerships with the city, businesses and community support organizations
- Will hire and retain a diverse, high-quality staff while providing opportunities for continual growth and improvement
- Has experience working in a comparable school district with similar demographics
- Has experience managing declining enrollment
- Has the ability to manage and lead the different areas of school district operations: curriculum and instruction, finance, human resources, and student support services
- Has experience managing staff, delegating tasks, and ensuring quality of work from all staff in the District Office and on the leadership team.

PERSONAL PROFILE

The Benicia Unified School District seeks a superintendent who:

- Holds self and others accountable
- Is consistent and articulate in all communications
- Possesses strong interpersonal skills, is a good listener and a "people person"
- Is highly visible, accessible, engaged and transparent with students, staff, parents and community members
- Is collaborative
- Is a problem solver and effective decision maker
- Is equity-minded, values diversity and is respectful to all
- Is supportive of site-based leaders and appreciates the important role they play in the success of the district and the students and community they serve
- Is an innovative thinker open to trying new ideas while evaluating and sustaining ongoing and effective district initiatives and programs
- Is forward-thinking
- Is politically astute

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Master's degree or higher with a record of continuous learning (Doctorate preferable)
- An educator with K-12 experience in California
- A strong fiscal background and understanding of the budget
- A record of focusing on students and improving achievement in a diverse community
- Experience as a teacher, principal and at least five years' experience as a district office administrator
- Bilingual candidates are invited to apply
- Experience leading an executive team

SELECTION PROCESS

The Benicia Unified School District Governing Board (The Board) has retained Consultants Dr. Blanca G. Cavazos and Dr. Donald Evans of Leadership Associates to recruit qualified candidates. The consultants will screen applications and recommend candidates to the Board for interviews and further consideration. The Board will have the opportunity to review all applications submitted. Any contact with board members, in an attempt to influence the selection process, will be considered a breach of professional ethics. Finalists will have an opportunity to familiarize themselves with the community and schools. Board members reserve the right to visit the District and communities of a candidate prior to a final decision.

SALARY AND CONTRACT

The salary will be competitive and based upon qualifications and experience. This approximate salary range is \$217,000 - \$240,000

APPLICATION REQUIREMENTS

To be considered, the candidate must provide:

- A letter of introduction
- A fully completed application form
- A resume
- Three current letters of recommendation (within the past twelve months)
- Verification of degrees and credentials (finalists only)

All materials will be acknowledged and treated confidentially

THE DISTRICT AND COMMUNITY

The Benicia Unified School District has four elementary schools, one middle school, one comprehensive high school, one continuation high school, and a federal, state and locally supported preschool program. Our schools and programs serve approximately 4,500 in grades TK through 12th grade. Our professional staff includes more than 220 certificated teachers and 150 classified employees.

Benicia Unified School District continues to offer award winning band, drumline, colorguard and drama programs at our secondary schools. BUSD also offers many extracurricular programs including but not limited to: elementary band, clubs, arts, foreign languages, etc. Students are encouraged to participate in extracurricular activities, including a wide array of competitive sports at the middle and high school levels. Benicia Unified School District consistently scores the highest Scholastic Achievement Scores (SAT) in Solano County. Benicia's schools have received distinguished school awards, such as the California Department of Education's Gold Ribbon Award. Benicia High School was also listed among the Best High Schools in the US News & World Report National 2024. Benicia schools are rated in the top 15% of all school districts nationwide by SchoolMatch, Inc.

The City of Benicia is a hidden gem in the Bay Area located on the Carquinez Strait, which is part of San Francisco Bay. Located 35 miles northeast of San Francisco, Benicia is known for its small town charm, history and high quality of life. A recent San Francisco Chronicle survey of Bay Area communities named Benicia the No. 1 place to raise a family. Benicia offers an abundance of leisure and recreational activities, including: biking, hiking, boating, sailing, kayaking, windsurfing, soccer, baseball, little league, etc. Benicia is a waterfront city in Solano County that is conveniently located an hour away from Sacramento and 30 minutes from California's world-famous wine country. It boasts a rich history, including having served as the state capital for nearly thirteen months from 1853 to 1854. The population was 27,131 at the 2020 census.

Benicia hosts a variety of events and activities throughout the year that are enjoyed by residents and visitors, individuals and families. Events range from the Annual Peddlers Fair, Fine Arts & Craft Fair, Opening Day on

the Straits, Art Studio Open Houses, Waterfront Festival, Certified Farmers Market and many others. The City also features a variety of excellent restaurants and live entertainment venues.

Benicia has moderate Mediterranean weather resulting in dry, warm summers and moderate winters. The mean annual temperature is 69 degrees with an average annual rainfall of 18 inches. Located on the waterfront, the City benefits from cool bay breezes year-round.

Benicia Unified School District Governing Board

Cece Grubbs, President
Amy C. Hirsh, Clerk
Janny Manasse, Trustee
Mark Maselli, Trustee
Sheri Zada, Trustee

The Benicia Unified School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Benicia Unified School District Superintendent position, please visit <https://www.leadershipassociates.org/active-searches/> and select the listing for this position.

Applications must be completed and returned via email by 5:00 P.M. on July 18, 2025.

Consultants:
Blanca G. Cavazos, Ed.D.
Donald Evans, Ed.D.

Leadership Associates
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