



Information for Applicants for the Position of

CHIEF BUSINESS OFFICER
Sacramento City Unified School District

OPPORTUNITY STATEMENT

Sacramento City Unified School District (SCUSD) is seeking a strategic, equity-driven, and collaborative leader to serve as its next Chief Business Officer (CBO). This is a unique opportunity for an experienced executive to play a pivotal role in shaping the financial future of one of California's most diverse and dynamic school districts.

The CBO will serve as a key member of the Superintendent's Cabinet, providing visionary leadership, ensuring fiscal sustainability, and aligning financial strategies to support student success. The ideal candidate will be a trusted advisor, an exceptional communicator, and a systems thinker who can build trust, lead through complexity, and deliver results.

ABOUT THE ORGANIZATION

Sacramento City Unified School District is a high-profile urban district serving a richly diverse student population. The District is deeply committed to equity, student achievement, and community engagement. SCUSD prides itself on strong relationships with families, staff, and community partners, and a shared commitment to improving outcomes for all students.

The District benefits from dedicated educators, innovative programs, and a Board of Education focused on supporting historically underserved communities. SCUSD is a place where leaders have the opportunity to make a meaningful and lasting impact.

WHY THIS ROLE? WHY NOW?

The Chief Business Officer role is critical at this moment in SCUSD's trajectory. The District is navigating complex financial challenges while also working to strengthen systems, rebuild trust, and ensure long-term sustainability.

This is an opportunity for a leader to:

- Stabilize and strengthen the District's fiscal position
- Improve transparency and clarity in financial systems and reporting
- Align resources to support strategic priorities and student outcomes
- Build confidence among internal and external stakeholders
- The next CBO will play a central role in shaping the District's future through disciplined financial stewardship and strategic leadership.

COMMUNITY AND ORGANIZATIONAL CONTEXT

SCUSD serves a highly diverse community with a strong sense of identity and commitment to public education. Stakeholders value transparency, communication, and leadership that reflects the district's equity-focused mission.

The District is characterized by:

- Deep community connections and strong stakeholder engagement
- A commitment to serving historically marginalized students
- Collaboration across schools, departments, and community partners
- A desire for stability, alignment, and consistent leadership
- There is a strong expectation that leaders will engage openly, listen actively, and build trust across all stakeholder groups.

OPPORTUNITIES AND CHALLENGES AHEAD

The incoming Chief Business Officer will be expected to address several key opportunities and challenges:

Opportunities

- Strengthen long-term fiscal planning and sustainability
- Improve alignment across financial and operational systems
- Enhance transparency and communication with stakeholders
- Build cohesive, high-performing teams within Business Services
- Align financial decisions with student-centered outcomes

Challenges

- Ongoing fiscal solvency pressures and budget constraints
- Rising costs associated with employee benefits and Special Education
- Declining enrollment impacting revenue and resource allocation
- Complex labor relations requiring balance and collaboration
- Organizational misalignment and inconsistent systems
- Need to rebuild trust and credibility across stakeholders

WHO WILL THRIVE IN THIS ROLE

The successful candidate will be:

- A strategic thinker who aligns financial planning with long-term student outcomes
- A transparent communicator who can clearly explain complex financial information
- A systems leader who can align structures, processes, and people
- A relationship builder who earns trust with the Board, staff, labor partners, and community
- A resilient and composed leader who navigates complexity with confidence
- An equity-driven decision-maker who prioritizes fairness and student needs
- A collaborative partner who works across departments and engages with its education partners.
- A team builder who develops strong, accountable, and cohesive teams

A RARE LEADERSHIP OPPORTUNITY

This is a rare opportunity to serve in a high-impact leadership role within a district that is both challenged and full of promise. The Chief Business Officer will have the ability to shape systems, influence outcomes, and leave a lasting legacy on the organization.

SCUSD is seeking a leader who is committed to the long term—someone who will bring stability, vision, and integrity to the role while helping the District move forward with clarity and confidence.

REQUIREMENTS / EXPERIENCE

- Bachelor's degree in finance, accounting, business administration, public administration, or related field (required)
- Master's degree in a related field (preferred)
- Seven (7) years of progressively responsible experience in fiscal and business management
- Experience in a public school district or similarly complex organization strongly preferred
- Demonstrated expertise in:
 - School finance and budgeting
 - Financial systems and compliance

- Collective bargaining and labor relations
- Strategic planning and organizational leadership

SELECTION PROCESS

The Sacramento City Unified School District has retained Consultants George Sziraki, Ed.D., and Sarah Koligian, Ed.D., of Leadership Associates to recruit qualified candidates. The consultants will screen applications and recommend candidates to the Superintendent for interviews and further consideration. The Superintendent will have the opportunity to review all applications submitted. Finalists will have an opportunity to familiarize themselves with the community and schools. The interview process will consist of interviews with a staff panel, as well as a community panel. There will be a third interview with the Superintendent and Cabinet. The Superintendent reserves 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 commensurate with experience. A comprehensive benefit package will be provided, including District-paid family health benefits. The approximate range is \$199,085 - \$249,770. The work calendar is 239 days, plus 22 days of paid vacation. An annual stipend of \$3,000 is added for an earned doctorate and is prorated if for less than a full year. Additionally, an annual salary stipend of \$4,800 is added for in-district travel and expenses.

BOARD OF EDUCATION INFORMATION

The Sacramento City Unified School District is governed by a seven-member elected Board of Education committed to equity, student success, and responsible fiscal stewardship. The Board values transparency, collaboration, and strong communication with District leadership.

APPLICATION REQUIREMENTS

To be considered, the candidate must provide:

- A letter of introduction
- A fully completed application form
- A current resume
- Three current letters of recommendation (within the past 12 months)
- Verification of degrees and credentials (finalists only)

All materials will be acknowledged and treated confidentially.

APPLICATION PROCESS

Leadership Associates has been retained to conduct this search. To request application materials for the Sacramento City Unified School District Chief Business Officer position, visit www.leadershipassociates.org/active-searches and select Sacramento City Unified School District.

For other inquiries, contact Penny Pyle, Search Support Specialist, at ppyle@leadershipassociates.org.

Applications must be completed and returned via email by 12:00 noon on May 25, 2026.

Sacramento City Unified School District is an equal opportunity employer.

George Sziraki, Ed.D.
Sarah Koligian, Ed.D.

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