



Information for Applicants for the Position of

SUPERINTENDENT/PRINCIPAL PIONEER UNION SCHOOL DISTRICT

THE POSITION

Are you seeking a school district with a family atmosphere and a culture of caring, where the work you do will make a difference? Do you value an active lifestyle with access to every imaginable outdoor activity, while providing easy access to urban centers? Will you thrive in a close-knit rural community with a clear sense of place?

Do you enjoy visiting classrooms, seeing children learn and working with great teachers and a remarkable support staff? Are you a highly qualified educator, with a track record of improving schools?

If so, the Board of Education of the Pioneer Union School District invites you to apply for the position of Superintendent/Principal.

PROFESSIONAL PROFILE

Pioneer Union School District seeks a superintendent/principal who:

- Will put students first and make decisions with the best interests of students in mind
- Enjoys being on campus and will be visible there often
- Is a communicator, practicing two-way communication—listening as well as informing
- Has a reputation for creating safe and orderly school environments
- Will deal effectively and decisively with bullies
- Has an engaging personality and is a people person
- Has a track record of sound fiscal management
- Will take time to learn about the community's cultural norms and values
- Has been very successful in previous leadership roles
- Is known for leading improvements in teaching and learning
- Is known to value the opinion of educators and carefully implement programs, avoiding the “program of the month” syndrome
- Will honor the achievements of the past while leading to future progress
- Appreciates teachers and understands the challenges they encounter
- Sees parents as partners
- Will genuinely engage and communicate with all segments of the community
- Holds self and others accountable
- Ability to effectively delegate tasks where appropriate
- Strong organizational and time management skills
- Has broad experience in education and life
- Has a reputation of building strong, positive relations with bargaining units
- Will build solid relationships with teachers and other employees, students, parents and the community
- Invests in and builds leadership capacity amongst staff
- Has delivered clear results as a strong instructional leader who will maintain and improve the student achievement gains made in the District
- Leads with heart, can envision success and has a sense of humor
- Is collaborative and easy to work with while being able to make tough decisions in a timely manner

PERSONAL PROFILE

Pioneer Union School District seeks a superintendent who:

- Has strong human relations skills and is a “people person”
- Is a learner and learns willingly from others
- Is honest and transparent in all dealings and has a reputation for integrity
- Will enjoy working in a rural community
- Is approachable and makes herself/himself available to all
- Believes in the value of teamwork and collaboration
- Will roll up his/her sleeves and help out wherever needed
- Enjoys interacting with children of all ages
- Brings joy to the work
- Works hard while finding time for personal wellness
- Will commit to a multi-year tenure

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Master’s degree or higher with a record of continuous learning
- An educator with K-12 experience in California, middle school or high school experience preferred
- A strong fiscal background and understanding of the budget
- A record of focusing on students and improving achievement
- Experience as a teacher, principal and district level administrator

SELECTION PROCESS

The Board of Education has retained Consultant Richard Fischer of Leadership Associates to recruit qualified candidates. The consultant 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 \$150,000 - \$170,000.

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

Pioneer Union School District is located in Somerset and serves several local communities in rural El Dorado County spread over a large geographic area. The district is comprised of three schools – Pioneer Elementary School and Mountain Creek Middle School (located next door to each other in Somerset), and Walt Tyler Elementary School, a two-room schoolhouse located in Grizzly Flats, California (destroyed in the Caldor Fire, in the process of rebuilding). Current enrollment as of June 2026 is 277 students.

Pioneer Union School District is dedicated to ensuring that every child is safe, engaged, and has the opportunity to learn every day.

Pioneer Union School District’s mission is to provide students with opportunities to excel academically to their fullest potential, develop self-confidence, and become contributing members to our communities.

This mission is achieved through our core values by fostering a respectful, compassionate, cooperative, and safe environment. Pioneer Union SD believes that a positive and supportive atmosphere is essential for effective learning and personal growth. Pioneer Union SD recognizes the importance of collaboration and

communication between families, educators, and the community to support student success. The district has strong parent engagement, including an active Parent Teacher Organization, Parent Music Coalition (supporting music education), and Sports Boosters Club. Pioneer Union SD celebrates the diverse talents, backgrounds, and perspectives of each student, ensuring that everyone feels valued and included.

Pioneer Union SD schools are committed to providing a well-rounded education that not only focuses on academic excellence but also on the development of essential life skills. We offer a variety of programs and activities designed to engage students and help them grow into confident, capable individuals ready to make a positive impact in the world.

THE BOARD OF EDUCATION

Tricia Ciampa, President
Cory Morrison, Vice President
Courtney Clendenin, Clerk
Kyle Baker, Member
Nathaniel Houston, Member

The Pioneer Union School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

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

Applications must be completed and returned via email by 12:00 P.M. on June 29, 2026.

Consultant:
Richard Fischer

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