



# An invitation to apply for the position of Superintendent



Bay-Arenac ISD provides an inclusive environment that serves and empowers our community.

**SUPPORT • FACILITATE • COLLABORATE**



## WE INVITE YOU TO APPLY

Dear Candidate,

The Board of Education for Bay-Arenac ISD (BAISD) is accepting applications for the position of Superintendent. We are excited to offer a competitive salary and excellent fringe benefits.

We are seeking an inspired, innovative, and visionary educational leader to become our new Superintendent. The new Superintendent will be an integral part of the community and our efforts to increase the achievements of all our students.

On behalf of the Bay-Arenac ISD Board of Education, I encourage you to consider this dynamic career opportunity in Bay and Arenac Counties. Thank you for your interest.

Sincerely,

Richard Klender, President  
Board of Education

## BOARD OF EDUCATION

**Richard Klender**, President

**Douglas Furtah**, Vice President

**Douglas Newcombe**, Treasurer

**Annette Ratajczak**, Secretary

**Richard Kowalski**, Trustee

**Salle O'Neill**, Trustee

**Gary Yaros**, Trustee

## MISSION, VISION, & VALUES

### Mission

Striving for Excellence

### Vision

Bay-Arenac ISD provides an inclusive environment that serves and empowers our community.

### Values

We believe our community is most effective when there is:

- A safe, healthy, inclusive environment
- Mutual respect with trust and transparency
- Collaborative decision-making
- High expectations for life-long learning, advocacy, and accountability

## WHY CHOOSE BAY-ARENAC ISD?

Bay-Arenac ISD is a unique blend of innovation, creativity, and vision dedicated to empowering all students to succeed. We collaborate with local educational leaders and educators to facilitate the implementation of their initiatives and support their efforts to improve student outcomes. Our services encompass professional development, technology integration, early childhood education, special education supports, and career and technical education programs. Together, these resources ensure that every student has the tools and opportunities to reach their fullest potential.

At BAISD, our staff is the cornerstone of our mission—a team of dedicated, highly skilled professionals who work collaboratively to inspire and support our local school districts. We invite you to witness their unwavering passion and the meaningful impact they have on education firsthand.

## DIRECTORS

**Eric Allshouse**, Technology Services/Building Ops

**Joshua Little**, Principal/CEPD

**Susanne Masters**, Special Education

**Jennifer Socha**, Instructional Services

**Gretchen Wagner**, Early Childhood

**Rebecca Smith**, Human Resources/Safety

**Julie Williams-Muz**, Finance

# BAY-ARENAC ISD AT A GLANCE

## Our Community

Bay-Arenac ISD is located in East Central Michigan, along the shores of Saginaw Bay, in the heart of the Great Lakes Bay Region. Known as the gateway to Northeast Michigan, the region is a diverse mix of agriculture, manufacturing, tourism, and healthcare industries.

Our two-county service area—Bay and Arenac Counties—is home to students from a variety of backgrounds, creating a vibrant and dynamic educational community.

## A Region Rich in Activities and Opportunity

The Great Lakes Bay Region offers a high quality of life, with year-round events and activities celebrating the area's history, culture, and natural beauty. Families can enjoy events such as the Bay City Fireworks Festival, art fairs, car shows, film festivals, and concerts in the park.

Outdoor enthusiasts will find countless opportunities for recreation, from boating to hiking in scenic parks. Bay and Arenac Counties are also havens for outdoor activities, offering some of the best hunting and fishing locations in Michigan.

## A Welcoming, Thriving Community

The Great Lakes Bay Region is an ideal place to live and work, with affordable living, a thriving economy, and activities that connect residents and visitors alike. Whether you're exploring the region's history, enjoying its waterfront beauty, or taking advantage of its many cultural and recreational opportunities, the community's welcoming spirit makes it a great place to call home.

## Local School Districts

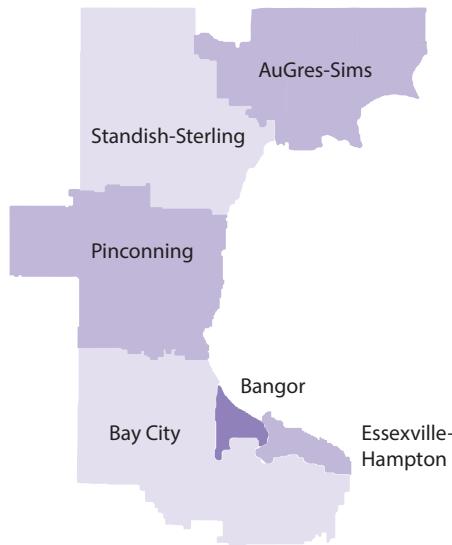
**2** Counties

**6** Public School Districts

- Au Gres-Sims
- Bangor Township
- Bay City Public
- Essexville-Hampton Public
- Pinconning Area
- Standish-Sterling Community

**3** Charter Schools

**15** Parochial Schools



**Total Budget**  
**\$84,435,900**

General Fund

\$38,178,693

Special Education Fund

\$34,952,179

Career & Technical Education Fund

\$11,305,028



**BAISD Staff** **350**

**Square Miles** **1,312**

**Population** **117,645**

**Student Enrollment County-wide** **14,309**

**Career Center Enrollment** **1,000**

**Early Childhood Enrollment** **886**

**Special Education Enrollment** **333**

**Early Middle College Enrollment** **250**



## ABOUT OUR NEXT SUPERINTENDENT

The Board of Education invites educational leaders with a minimum of a Masters Degree, an Administrative Certificate, and proven experience as a school leader. In addition to the academic and professional requirements, the next superintendent must demonstrate the following:

- A focus on educational excellence and a commitment to advancing the district's record of achievement at all levels
- An effective communicator with personal integrity, honesty, ethics, creativity, and a sense of humor
- The ability to articulate and implement a strategic plan that guides the school community toward higher performance levels, and knowledge of the unique needs and preferences of our community
- Visibility in our buildings, programs, local schools, and the community to promote trust, collaboration, involvement, and partnerships throughout the area
- The ability to manage the district's resources responsibly, ensuring the district continues to provide value added programs to students and the community
- A thorough understanding of school law, school finance, and current local, state, and national trends/issues and the implications for our district and our local districts
- A decisive leader with a strong background in data based problem solving and decision making
- A strong commitment to positive board/superintendent relations
- Applicants are advised not to make direct contact with any member of the Board of Education.

## SALARY & COMPENSATION

The Board of Education will offer a comprehensive, multi-year contract. Salary and benefits will be commensurate with the skills and experience of the successful candidate, with a salary range starting at \$160,000.

## APPLICATION PROCEDURE

A resume and cover letter setting forth in detail personal qualifications, experience, and professional competencies for the position along with references must be emailed to:

Brenda Richardson, Administrative Assistant  
superintendent@baisd.net

Direct any questions to:

Becky Smith, Director of Human Resources  
(989) 667-3201  
smithr@baisd.net

## SEARCH TIMELINE

**Application Deadline:** April 4, 2025  
**First Interviews:** Week of April 21, 2025  
**Second Interviews:** Week of April 28, 2025  
**Superintendent Begins:** July 1, 2025



### Policy Against Discrimination and Retaliation (Title II, Title VI, Title VII, Title IX, Section 504)

The District Board of Education complies with all federal, state and local statutes and laws prohibiting discrimination and retaliation and expressly prohibits unlawful discrimination or unlawful retaliation in any form. Specifically, Bay-Arenac ISD provides equal employment opportunity and treatment regardless of race, religion, color, gender, age, national origin, disability, height, weight, or any other orientation status protected by federal, state or local law.

**Grievance Procedure:** If any person believes the Bay-Arenac ISD or any part of the school organization is in some way discriminating on the basis of race, religion, color, sex, age, national origin, handicap or disability, height, weight, marital status or any other status protected by federal, state or local law, in providing instructional opportunities, job placement assistance, employment practices, policies governing student conduct and attendance, or in any other services provided by the Bay-Arenac ISD, he/she may bring forward a complaint which shall be referred to as a grievance, to the Bay-Arenac ISD Civil Rights Coordinator at the following address: Becky Smith, Director of Human Resources, Civil Rights Coordinator, Bay-Arenac ISD, 4228 Two Mile Road, Bay City, MI 48706, 989-667-3201.