NORTHERN ADIRONDACK CENTRAL SCHOOL DISTRICT, ELLENBURG, NEW YORK





An Invitation to Apply for the Position of

Superintendent

From the Board of Education

The Board of Education of the Northern Adirondack Central School District is seeking an exceptional educational leader to serve as Superintendent of Schools. Our next superintendent will put students first, support faculty and staff, and work with families and the community to strengthen teaching and learning.

The Board seeks a highly community-oriented leader who participates in school and local events, builds strong community partnerships, and works collaboratively with families, staff, and residents to advance student success. Based upon a candidate's background, the Board is prepared to offer a three-year contract with a salary range of $150,000-$170,000 with an inclusive benefit package.

Steven Bartlemus
President
Phalon Miner
Vice President
Andrew Durrin
Debra Peters
Richard Moore
Darcy Rabideau
Mark Reif

Brennen McCreless
Student Ex Officio







Our Community

Northern Adirondack Central School District is located in Ellenburg, in Clinton County, New York. Our rural North Country setting is home to a school community with a distinct identity and generations of Bobcat pride.

NAC brings together elementary and middle-high school students, educators, and families in a shared commitment to learning.

School events, athletics, extracurricular activities, and family traditions connect our students and community.

The next superintendent should be an active part of community life: attending events, listening to local voices, building partnerships, and bringing families and residents together in support of our students.

From the Board of Education

NAC serves approximately 770 students: 370 in Pre-K-5 and 400 in grades 6-12. The district employs 108 instructional and 104 non-instructional employees.

The 2026-2027 budget is $29,483,115, with revenues of approximately 70% state funding and 30% tax levy.

Administration: Elementary Principal; Director of Pupil Personnel Services; Middle/High Principal; Assistant Principal for Student Development; Assistant Principal for Health, Wellness, and Athletics.

Candidate Profile

The Board of Education seeks a highly community-oriented leader who builds trusted relationships with students, families, staff, residents, community partners, and the Board.

The new superintendent should:

- Be highly community-oriented: participate in school and local events, build partnerships with local organizations, and engage families and residents in district priorities.
- Keep student learning, safety, belonging, and well-being at the center of district decisions.
- Demonstrate strong instructional leadership and support high expectations for every learner.
- Communicate clearly, listen carefully, and remain visible and approachable throughout the district.
- Lead with integrity, honesty, transparency, sound judgment, and empathy.
- Support and develop staff through collaboration, shared goals, and meaningful professional growth.
- Bring sound knowledge of school finance, budgeting, facilities, and long-range planning.
- Value rural schools and NAC's traditions while guiding thoughtful innovation and continuous improvement.

Applications

Interested individuals are invited to submit:

- Resume
- Completed Application
- 3 Letters of reference
- Copy of certificates
- Official transcripts

Selection Process

The Board has selected Dr. Mark Davey, CVES District Superintendent, to assist in the search. Submit application materials by email or mail by **January 8, 2027** to:

Dr. Mark Davey, District Superintendent
Champlain Valley Educational Services
P.O. Box 455, Plattsburgh, NY 12901
jolicoeur_julie@cves.org

Academic & Program Highlights

- Free meals: Breakfast and lunch are available to all students at no cost.
- Early learning: Elementary primary project-based learning encourages exploration, collaboration, and hands-on learning.
- College credit: CAP courses through Clinton Community College include English, Government and Economics, Algebra 2/ Trigonometry, and Calculus.
- Agriculture and FFA: Practical learning, leadership, service, and career exploration connect students with agriculture.
- Career pathways: A wide range of career and technical education courses is available through BOCES-operated and district programs.
- Arts: Art, band, chorus, and Drama Club offer opportunities for creative expression and performance.
- Athletics: Interscholastic sports and extracurricular activities build teamwork, participation, and Bobcat pride.
- Student leadership: Student Council, the Middle School Student Action Committee, honor societies, and the Bobcat Enterprise Network encourage involvement.
- Student support: Guidance, school psychology, special education, and library resources support learning and future planning.
- Regional partnership: A component district of Clinton-Essex-Warren-Washington Counties BOCES (Champlain Valley Educational Services).

Timeline

Application Deadline: January 8,2027

Candidate Selection: To be determined

Initial Interviews: February 2-4, 2027

Appointment: March 17,2027

Desired Start Date: July 1,2027