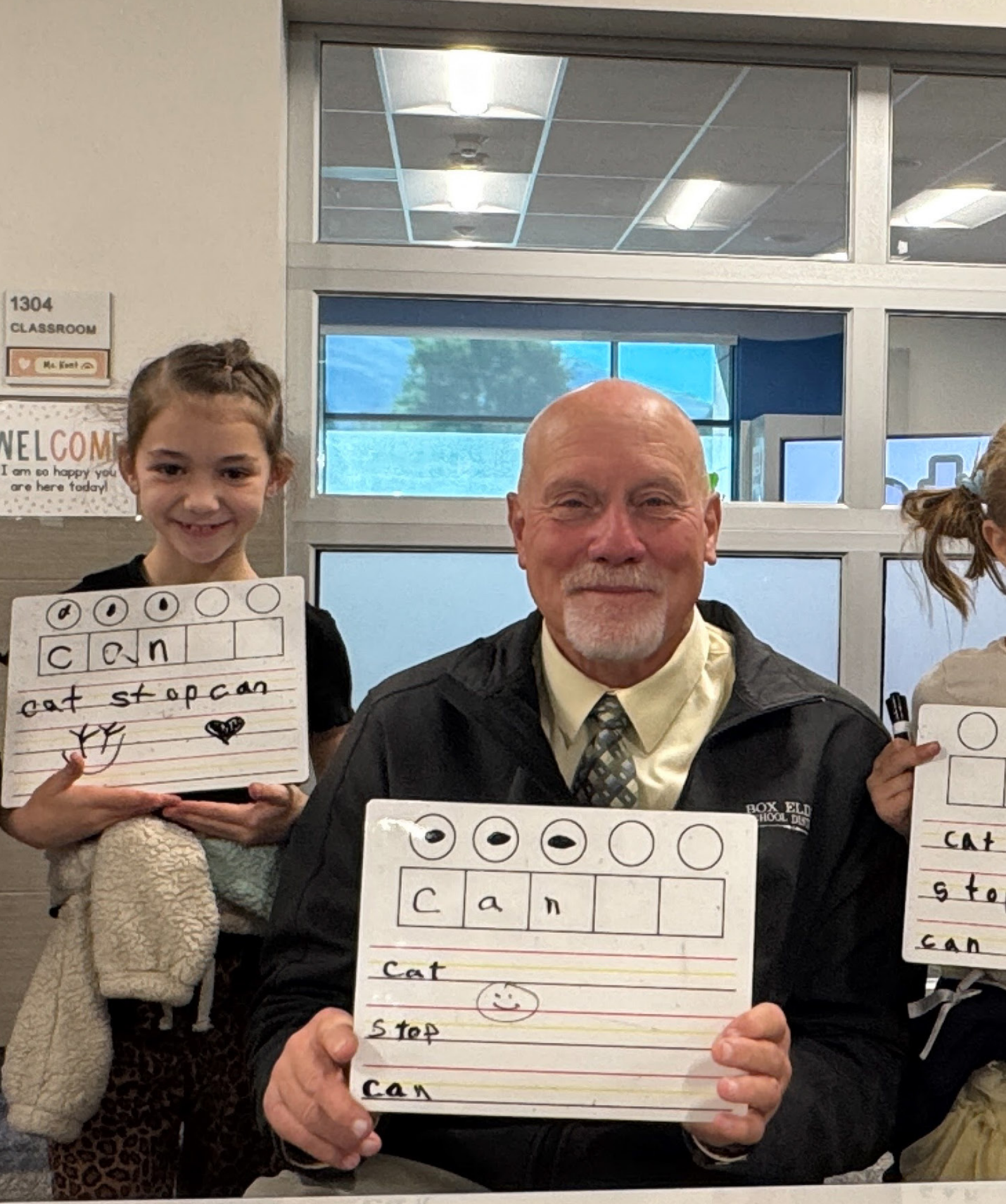
BOX ELDER
SCHOOL DISTRICT
*Learning is Everything*

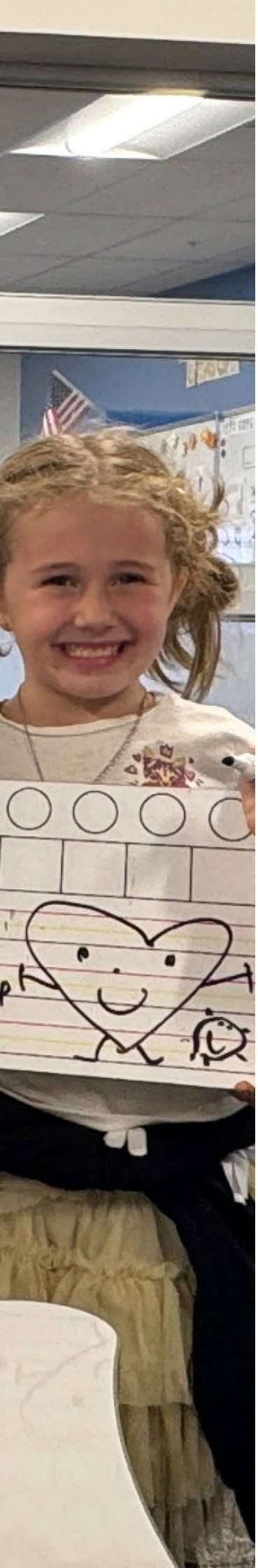


## ANNOUNCEMENT OF POSITION

# SUPERINTENDENT OF SCHOOLS

960 S Main Brigham City, UT 84302 • (435) 734-4800 • www.besd.net


1304
CLASSROOM
Ms. Kent
WELCOME
I am so happy you are here today!
C a n
cat stop can
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# VACANCY OVERVIEW

The Box Elder School District is seeking qualified candidates for the position of Superintendent of Schools. The vacancy was created by the retirement of Steve Carlsen, who is retiring after forty-four years in public education, and who has served as Superintendent for the Box Elder School District for the past nine years.

## SALARY & BENEFITS

The salary will be negotiable based upon the candidate's qualifications and experience.

### ADDITIONAL BENEFITS INCLUDE:

- ☐ Group Health Insurance
- ☐ Life & Accidental Death Insurance
- ☐ Utah State Retirement Program
- ☐ Travel allowance

## FOUNDATIONAL REQUIREMENTS

### CREDENTIALS

- ☐ Administrative/supervisory license required
- ☐ Master's degree required
- ☐ Ph.D. or Ed.D. preferred

### EXPERIENCE

- ☐ Substantial leadership experience required
- ☐ A successful record of administrative experience and/or accomplishments within a K-12 school system required
- ☐ Teaching experience preferred
- ☐ School administrative experience preferred
- ☐ District level experience preferred

## APPLICATION PROCEDURE

To be considered for the position of Superintendent of Schools, applicants must complete and submit the required forms by 4 p.m. MDT on March 20, 2026. Please refer to the back cover for a full list of required documents.

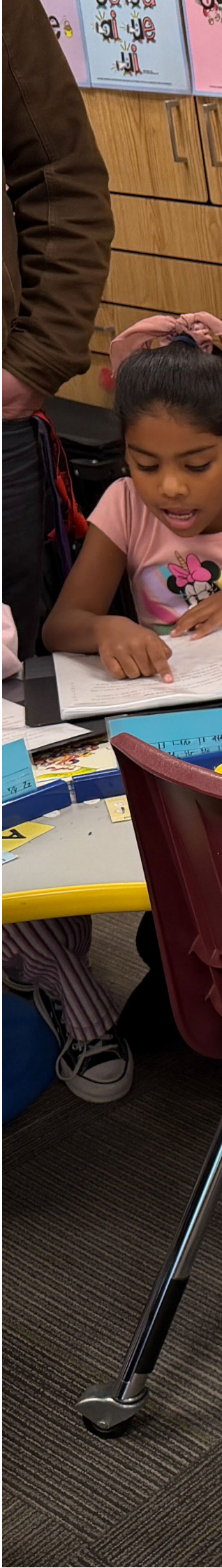
# OUR DISTRICT

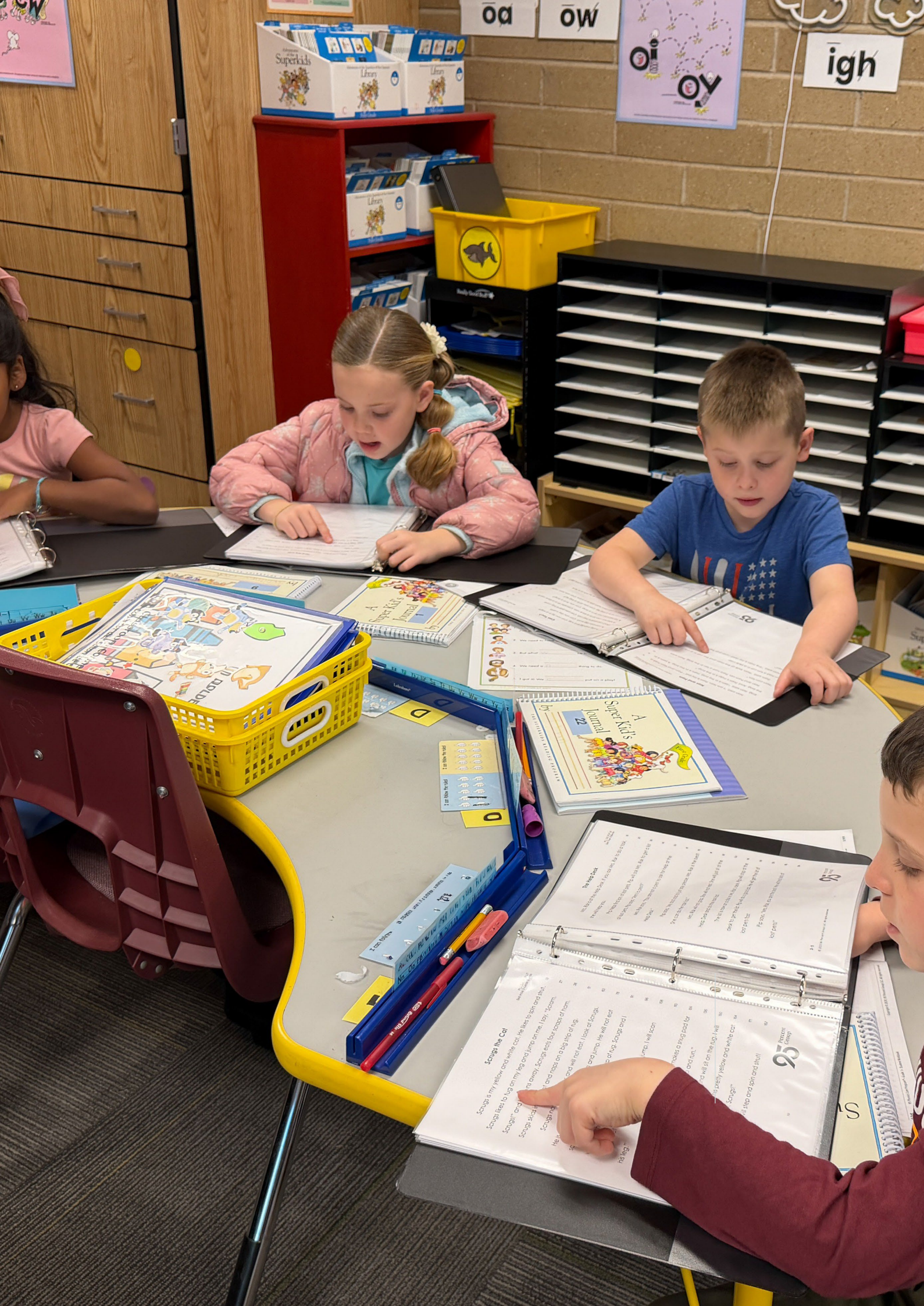
Box Elder County is located in the northwest corner of the state of Utah bordered by Nevada to the west and Idaho to the north. The county covers 6,729 square miles and is home to approximately 65,362 residents.

Brigham City is the capital city and the largest city in the county. The county is known for their fruit orchards and the annual county fair. Box Elder County is also home to the Golden Spike National Historic Site, the Spiral Jetty, the Bear River Migratory Bird Refuge, ATK Rocket Garden, and Willard Bay State Park. There is plenty to do within Box Elder County, including hiking, mountain biking, and OHV/ATV riding, and it is an easy drive to all activities along the Wasatch front and Cache County. The biggest plus for Box Elder County is that the area is simply a great place to live. The Tremonton-Garland area is the location of the 2nd largest population center in the District. Tremonton has completed a major economic development project adding new retail businesses and housing. This area has added several manufacturing and food processing facilities in recent years.

There are many outstanding programs, both academic and activity centered, for students in the Box Elder School District. BESD's third grade students are at and/or above grade level on Academic reading is 78.2%. Spanish dual immersion programs are in elementary and secondary levels. The staff is highly involved in the Professional Learning Communities movement with collaboration being central to continuous improvement in our academic program.

Box Elder School District enjoys a very positive, supportive relationship with Bridgerland Technical College as well as Utah State University. The District also has several meaningful partnerships with local businesses and industries.




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Superkids
Library
A Super Kid's Journal
Scrugs the Cat


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# BOX ELDER

## School District Summary

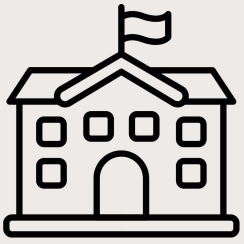
BOX ELDER SCHOOL DISTRICT

*Learning is Everything*

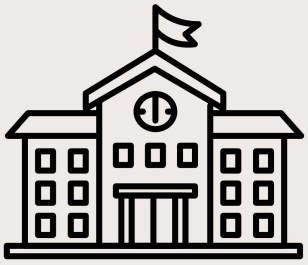
# 21 SCHOOLS



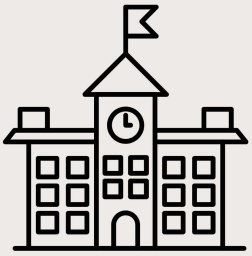
12 Elementary Schools



2 Middle/ 2 Intermediate



3 High Schools



1 Specialty School

# TOTAL ENROLLMENT = 12,558

## BUDGET

**Total Budget for FY25: $181,251,770**

**General Fund: $142,945,320**

**Per Pupil Expenditure: $11,457**

## TRANSPORTATION

**9,800 Miles Bused Daily**

**130 Buses**




## STUDENT DEMOGRAPHICS

**29%** Economically Disadvantaged

**15%** Under an IEP

**4%** English Language Learners




## GRADUATION RATE

**College Credits Earned: 8,180**

**AP Tests: 481**



# LEADERSHIP QUALIFICATIONS

The Board of Education has compiled the following list of qualifications they are seeking in superintendent candidates:

- Adheres to the highest standards of moral character and integrity; maintains an atmosphere of trust and mutual respect.
- Values and supports students, families and the community by creating a welcoming, inclusive environment; addresses community concerns effectively, in an open and responsive manner.
- Values and supports all employees; understands the challenges of teaching and how decisions affect the classroom.
- Is experienced and knowledgeable about best practices of teaching and learning on all grade levels, and has demonstrated the ability to enhance academic performance for all students.
- Understands the needs of an increasingly diverse student body, and has a desire to provide educational opportunities to all students regardless of circumstance.
- Demonstrates exceptional leadership skills, including problem solving, decision making, delegating, holding others accountable, and collaborating.
- Demonstrates openness to creative, divergent, and innovative ideas, as well as the ability to evaluate the potential for success associated with such ideas.
- Has knowledge of and successful experience in robust fiscal practices, long-range planning, and management of district resources.
- Has experience collaborating with boards or comparable governing bodies; understands the role of the Board of Education, and seeks to maintain a positive working relationship with board members.
- Is capable of developing and maintaining mutually beneficial partnerships between the school district and employee associations, parent groups, municipalities, city/state government, elected officials, and the business community.
- Possesses a working knowledge of law and policy governing public education at the federal, state and local level.
- Values transparency and understands how to be visible in our schools and in our community, and appreciates the value of our community.
- Demonstrates the ability to evaluate circumstances and make difficult decisions, while always ensuring such decisions ultimately benefit the students of Box Elder School District.



# APPLY FOR THE POSITION OF SUPERINTENDENT OF SCHOOLS

To be considered for this position, applicants must submit their file by 4 p.m. MDT on Friday, March 20, 2026. It must contain:

1. A formal letter indicating your desire to be considered a candidate for the position of Superintendent of Schools of Box Elder School District.
2. A completed Superintendent Application Form. This form is available on the Utah School Boards Association website: **www.usba.cc**
3. A complete set of current college credentials. Please note that the credentials must include official transcripts of all academic work.
4. A copy of an administrative supervisor license.
5. A current resume, including a list of professional qualifications.
6. A personal and professional expression of philosophy and vision of creating and leading Box Elder School District.
7. Three confidential, professional letters of recommendation, emailed directly to Richard Stowell.

The application form, letters, nominations, inquiries, credentials, and administrative qualifications should be submitted in a single PDF file by email to:

**Richard Stowell,**
**Executive Director**
**Utah School Boards Association**
**Phone: 801-566-1207 | Email: rstowell@usba.cc**

All questions should be directed to Richard, not the district or board members.

BOX ELDER SCHOOL DISTRICT
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