Menahga Public Schools
is seeking an exceptional leader to serve as
Superintendent

Menahga Public Schools is located in north-central Minnesota along Highway 71. The district covers 210 square miles and serves the community of Menahga and the surrounding area.

District Points of Braves Pride include:

- Small class sizes and a close-knit environment where students are known by name
- A shared PreK-12 building that fosters collaboration, mentoring, and relationships across grade levels
- Menahga Online school serving over 400 K-8 students
- Dedicated staff committed to student success, individualized learning, and meaningful relationships
- Modern learning spaces, including maker spaces, libraries, gymnasiums, and a high school facility built in 2019
- Robust academic, college, and career opportunities, including College in the Schools, CTE, agriculture, CNA, PSEO, arts, and technology
- Extensive athletic, fine arts, extracurricular, club, and activity opportunities
- Strong community support and a school culture grounded in Integrity, Respect, Relationships, and Safety
- A commitment to continuous improvement, lifelong learning, communication, and student achievement

The district operates its own nutrition and transportation services.

Search Timeline

Announce Vacancy	**November 11, 2026**
Application Deadline	**January 4, 2027**
Applicant Screening	**Jan 5 - Jan 25, 2027**
Announce Finalists	**January 25, 2027**
First Round Interviews	**February 2 & 3, 2027**
Second Round Interviews	**February 9, 2027**
Superintendent Begins	**July 1, 2027**

Application Deadline

To be considered for this position, an applicant's completed file must be received by MSBA prior to 11:59 p.m. on January 4, 2027

About the Area

Small-town charm, natural beauty, and a strong sense of community make Menahga a wonderful place to call home. Surrounded by the lakes and forests of northern Minnesota, the community offers a relaxed pace of life with plenty to enjoy in every season. Area highlights include:

- A scenic lakes-and-pines setting with forests, trails, rivers, and abundant natural beauty
- Year-round recreation, including fishing, hunting, boating, swimming, hiking, camping, and snowmobiling
- Spirit Lake, featuring a white sugar-sand public beach, fishing pier, and boat access
- A welcoming, family-oriented community where neighbors connect and take pride in their community
- A proud Finnish heritage celebrated through local traditions, St. Urho Days, and the annual Midsummer Celebration
- Summer concerts and recreational opportunities for children and adults
- Small-town living with convenient access to nearby communities and amenities

MINNESOTA SCHOOL BOARDS ASSOCIATION
EXECUTIVE SEARCH SERVICES

Leadership Profile

Menahga Public School Board seeks a superintendent who models integrity, fosters meaningful relationships, and leads with a clear commitment to the community's values. This individual will be a visible presence across the district, a trusted partner to the School Board, and an inspiring leader who empowers others while communicating with clarity and purpose. The successful candidate:

- Is highly visible and accessible to the School Board, staff, students, families, and the broader community—building trust through authentic engagement
- Leads with honesty and strong ethical principles, ensuring transparency and integrity in all interactions and decisions
- Upholds and advances the School Board's chosen educational philosophy, aligning district practices with the values and expectations of the community
- Builds, develops, and directs an effective leadership team, fostering collaboration, shared accountability, and a culture of continuous improvement
- Communicates with clarity, confidence, and adaptability, ensuring messages are well understood and tailored to diverse audiences and situations

Previous superintendent experience is preferred but not required.

Salary and Benefits

A competitive compensation and benefits package, with a starting salary range of $145,000 - $165,000, will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute. Additional benefits available may include health, life, and LTD insurance, 403(b) match, and more.

26-27 Projected Financials

General Fund Revenue:	$ 18,391,786
General Fund Expenditures:	$ 18,319,578
Unassigned Fund Balance:	$ 2,396,151
Total General Fund Balance:	$ 4,404,205

Menahga By the Numbers

PK-12 Student enrollment: 1,372
Licensed staff members: 73
Non-licensed staff members: 99
District Leadership Team: 9
Principals: 3
Central Office Staff: 3
District school buildings maintained: 1

Screening Team

A team from the Minnesota School Boards Association's Executive Search Service (MSBA) has been selected to assist the School Board in securing and screening applicants. The search team will be led by Lee Warne, MSBA Service Provider.

Deadline and Selection

MSBA's Executive Search Service uses an online application process. Applicants begin the application process at mnmsba.myrevelus.com. To be considered for this position, an applicant's completed file must be received by MSBA prior to 11:59 p.m. on January 4, 2027.

Contact Lee Warne at 507-828-2468 (lwarne@mnmsba.org) with questions.

Applicants are requested to not contact school board members.

Menahga Public Schools is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.



Deadline to Apply: January 4, 2027