

FINANCIAL DATA

EAV.....	\$ 110,816,377
Bonds Outstanding.....	\$ 150,000
Total Budget Revenue.....	\$ 13,646,698
TAX RATE —	
Education.....	2.6500
Operations & Maintenance.....	0.7400
Transportation.....	0.2000
Working Cash.....	0.0500
I.M.R.F.....	0.0971
Tort Immunity.....	0.2798
Bond & Interest.....	0.1357
Special Education.....	0.0400
Social Security.....	0.0971
Leasing.....	0.0500
Life Safety.....	0.0500
TOTAL.....	4.3897

THE BOARD OF EDUCATION

The Arcola CUSD 306 Board of Education is comprised of citizens dedicated to providing the best education possible for every student it serves. Board members establish sound written policies and expect the superintendent to function as the chief executive officer in implementing those policies.

Name	*Years
Lucas Shonkwiler, President.....	8
Sue Stout, Vice President.....	9
Jeremy Shonkwiler, Secretary	2
Julie Leyva-Sanchez, Board Member	2
Allyson Wise, Board Member	2
Casey Conlin, Board Member	2
Garrett Stenger, Board Member.....	1

*Years served on the Arcola CUSD 306 Board of Education.

IDEAL CANDIDATE

Candidates will be evaluated on their professional merits and successful experience that demonstrates a good match for the district, with emphasis on the following, specified by the Board of Education. The Superintendent of our district should be an educational leader who:

- Has finance/budget expertise
- Excellent written and verbal communication skills/collaborative
- Develops and works cooperatively/effectively with BOE
- Develops and supports curriculum, instruction and assessment
- Ensures an inclusive, safe school environment
- Fosters a professional culture for educators

Previous successful teaching experience is required.

Previous successful administrative experience is preferred but not required.

Residency in the district is preferred but not required.

APPLICANTS ARE REQUESTED NOT TO CONTACT BOARD MEMBERS.

Arcola CUSD 306 is an equal opportunity employer and the Illinois Association of School Boards is an equal opportunity employment search agency.

APPLICATION INSTRUCTIONS

IASB has an online application process and does not accept mailed, emailed, hand-delivered or faxed application packets. Please begin your application process at: <https://iasb.myrevelus.com/>

Applicants will need to establish a username and password. Applicants will be asked to give consent to a limited background inquiry. Completed responses to statements identified in this announcement will be required.

All applicants must apply online by 12:00 p.m. (CST) September 19, 2025 and upload the following documents to receive consideration:

1. A **formal letter of application** indicating your desire to be a candidate for this position.
2. A **formal resume** that includes a summary of achievements in all education positions, educational vision, and goals, personal leadership philosophy and reasons for your interest in this position.
3. At least **three recent letters of reference dated within the last three years**.
4. **Copies of transcripts** from each college/university attended. **(Please redact/remove your social security number and birthdate before uploading any of these items).**
5. **Proof of qualification and licensure to be a superintendent in the state of Illinois** (copy of the administrative licensure with all related endorsements*) or other evidence showing qualification to be a superintendent in another state. **(Please redact/remove your birthdate before you upload this document).**

*Information on certification and licensure can be obtained by contacting the Illinois State Board of Education, Department of Educator Effectiveness, 100 North First Street, Springfield, Illinois 62777 or by visiting the ISBE website at www.isbe.net.

Announcement of Vacancy
Superintendent
Arcola CUSD 306



MISSION STATEMENT

The mission of the Arcola School District is to foster a safe, positive and rewarding environment that challenges the mind, body, and soul of each student to reach his/her unique academic potential. Students will use these skills to communicate effectively, think clearly, make knowledgeable decisions, and become responsible citizens who embrace diversity, encourage community pride and are productive members of our society and country.

July 2025

ANNOUNCEMENT OF VACANCY

The Board of Education of Arcola CUSD 306, Arcola, Illinois is seeking qualified applicants for the position of Superintendent. The Board wishes to select a superintendent who will begin work on July 1, 2026.

The Board expects to offer a salary in the range of \$125,000 - \$150,000 and a competitive benefits package expected to include sick leave, vacation days, personal days, health insurance, dental/vision insurance, life insurance, TRS/THIS contributions, professional membership dues, and travel expense reimbursements. It is anticipated that the total compensation package will be based on successful experience and expertise. It is expected that the initial contract will be for a multi-year period, as authorized by Illinois statutes.

GENERAL INFORMATION ON THE DISTRICT AND THE AREA

LOCATION — Arcola is a rural community of around 2,900 residents and is located between Champaign and Mattoon on Interstate 57. The district extends 113 square miles and includes students from the communities of Arcola, Hindsboro, and Chesterville. The majority of the school district falls in Douglas County with a small portion falling in Coles County.

TYPE — PreK-6 (Arcola Elementary School) - 405 Students, 7-12 (Arcola Junior High-High School) - 301 Students

OFFICE — 351 W. Washington Street, Arcola, IL 61910

WEBSITE — <https://www.arcola.k12.il.us>

STAFF — Director of Student Support, Two Building Principals, K-12 Assistant Principal, 65 Certified Teachers, 40 fulltime Support Personnel, 10 part-time Support Personnel

CENTRAL OFFICE PERSONNEL — Full-time District Bookkeeper/Human Resources Manager and a part-time Treasurer. We use the SDS Accounting Software.

CURRICULUM — we provide a comprehensive, dynamic, and multifaceted curriculum aligned with the Illinois Learning Standards. We offer dual credit courses through Parkland College and EIU. Students have access to the LIFT Career Center in Mattoon and various programs supported by our EFE system.

SPECIAL PROGRAMS — we have a one-to-one school community, maintaining a high-quality infrastructure, providing up-to-date devices, and ensuring sustainable funding for technology.

SPECIAL SERVICES — we collaborate with the EIASE to coordinate special education services using a multidisciplinary team approach. Additionally, the SEL staff integrates programs through MTSS, providing targeted interventions to promote student success.

FACILITIES — we are a consolidated unit school district consisting of Arcola Elementary School (PK-6), and Arcola Junior-Senior High School (7-12).

TRANSPORTATION — Gould Transportation Services provides a comprehensive transportation system for the students.

FOOD SERVICE — we operate our own food service program, providing breakfast and lunch for students in Grades K-12 from a single, centralized kitchen serving the entire facility.

MEMBER OF — IASB, WCSIT, EIASE, ROE #11; IERMP, EFE 340, IESA, Arcola Chamber of Commerce; Lincoln Prairie Conference; Junior High Okaw Valley Conference (JHOC).

MEDICAL — Sarah Bush Lincoln Arcola Clinic, which is affiliated with Sarah Bush Lincoln Hospital in Mattoon. OSF Medical Group, Christie Clinic, Carle Clinic are located in Champaign. Arcola also has its own dentist and optometrist in the community.

CULTURAL — Arcola is a vibrant and diverse community, with approximately 50% of the student body identifying as White/Caucasian and 50% as Hispanic. The district also serves students from the local Amish community.

RECREATION —Arcola has quick access to a wide array of entertainment/recreational activities including cultural experiences in Champaign to boating/camping in Lake Shelbyville to exploring local parks including the Aikman Wildlife Adventure.

PLACES OF WORSHIP — There are several churches located in Arcola and all religious denominations are located within a 15-minute drive from Arcola.

RETAIL —Arcola offers several shops and retail venues in both the down town area and along Route 133. The CSFST in Douglas County brings in over \$700,000 in revenue to the district annually.

FRATERNAL AND PROFESSIONAL ORGANIZATIONS — Lions Club, VFW, Masonic Lodge, Arcola Alumni Association, the Arcola Foundation, Arcola Recreation League, and the Arcola Rotary Club

COLLEGES — EIU is located in Charleston and UIUC is located in Champaign. Students also attend Parkland College in Champaign or Lakeland College in Mattoon. Because of this close proximity, the district places many student teachers in the district annually.

INDUSTRY — Arcola is a farming community with several industrial complexes located in the surrounding area including Herff Jones and the Libman Company.

TUITION WAIVER — non-resident children of employees may attend district schools without paying tuition.

PROJECTED TIMELINE

Application Deadline:
September 19, 2025, by Noon (CST)

Candidates Presented to Board:
October 2025

Board Interviews Candidates:
October 2025

New Superintendent Appointed:
November 12, 2025

New Superintendent Begins:
July 1, 2026

Applicants will be required to provide responses to the following online application statements:

1. Describe your experience in curriculum development and instructional implementation.
2. Describe your experience in school finance and budgeting.
3. Describe your experience in developing and monitoring goals for school improvement.
4. Describe your experience in building and sustaining productive relationships with stakeholders (board, staff, students, parents and community members).
5. Describe your experiences in working with a diverse population (socio-economic, cultural, ethnic, etc.).
6. Having read the ideal candidate section of the announcement of vacancy, why do you feel you are a match for this district?

This Professional Superintendent Search is being conducted by the Illinois Association of School Boards, Vic Zimmerman, Ed.D., Consultant, Executive Searches, (217) 528-9688, ext. 1135