

FINANCIAL DATA

EAV	\$ 129,339,024
Bonds Outstanding	\$ 5,075,485
Annual Revenue from CSFT	\$ 8,756,324
Total Annual Budget.....	\$ 7,350,470
TAX RATE —	
Education	1.95000
Operations & Maintenance.....	0.50000
Transportation.....	0.20000
Working Cash.....	0.05000
I.M.R.F.....	0.00000
Tort Immunity.....	1.19841
Health Life Safety.....	0.05000
Special Education.....	0.04000
Lease.....	0.05000
Debt Service.....	0.35524
TOTAL	4.39365

THE BOARD OF EDUCATION

The CUSD 4 - Mendon 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	
Mike Mealiff, President	1
Ken Beal, Vice President	1
Matt Rolando, Secretary	2
Steve Arnsman, Board Member.....	34
Danielle Fleeer, Board Member	14
Eric McClelland, Board Member.....	2
Natalie Zimmerman, Board Member	1

**Years served on the CUSD 4 - Mendon 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:

- Fosters a professional culture for educators
- Has finance/budget experience
- Develops a shared mission, vision, and core values
- Excellent written and verbal communication skills/collaborative
- Ensures an inclusive, safe school environment
- Facilitates meaningful and ongoing family/community engagement
- Develops and works cooperatively/effectively with BOE

Previous successful teaching and administrative experience is required

Previous Successful Superintendent Experience is preferred

In District Residency is preferred but not required

APPLICANTS ARE REQUESTED NOT TO CONTACT BOARD MEMBERS.

CUSD 4 - Mendon 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) January 3, 2026 and upload the following **PDF 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).**

ALL UPLOADS MUST BE IN PDF FORMAT.

*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
CUSD 4 - Mendon



MISSION STATEMENT

Community Unit School District #4, in cooperation with parents and community will provide opportunities and encouragement for students to acquire skills, knowledge, and a sense of responsibility in a safe educational environment that will prepare them for their roles in a changing global society.

November 2025

ANNOUNCEMENT OF VACANCY

The Board of Education of CUSD 4 – Mendon, Mendon, 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 \$140,000 to \$160,000 and a competitive benefits package including vacation days, sick days, personal days, TRS/THIS contributions, health insurance, life insurance, and professional membership dues. It is anticipated that the total compensation package will be based on successful experience and education. 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 — Mendon, Illinois.

TYPE — PreK-12; 664 Students.

OFFICE — 453 W. Collins, Mendon, IL 62351

STAFF — 3 Principals, 59 Certified Faculty, 3 Non-Certified Staff.

CENTRAL OFFICE PERSONNEL — Superintendent, Business Manager, Maintenance Director, Food Service Director, Bookkeeper, Special Education Director, Payroll Clerk, Transportation Director.

CURRICULUM — The district is in the 13th year of 1:1 digital conversion that provides Chromebooks or Macbooks to all students in grades 2-12. The goal of the initiative is to transform the tools students use as they learn. This is to provide experiences of using technology on a daily basis while learning and collaborating with peers.

SPECIAL PROGRAMS — HS and MS athletics, including football, volleyball, basketball, softball, baseball, track, cross country, golf, and wrestling. Quiz bowl, art club, FFA, band, chorus, and student council.

SPECIAL SERVICES — Special education services through Adams County Special Education Association. Vocational services through West Central Region. Dual Credit coursework through John Wood Community College.

FACILITIES — Unity High School - 9-12 located in Mendon, Unity Middle School - 5-8 located in Mendon, Unity High School - PreK-4 located in Mendon

TRANSPORTATION — The district operates its own transportation program, which includes nine regular route drivers and one special education route to Quincy.

DISTRICT WEBSITE — www.cusd4.com

MEMBER OF — Illinois Association of School Boards, Adams County Special Education Association, West Central Region Vocational System, Western Area Schools Health Benefit Plan, Prairie State Insurance Cooperative.

MEDICAL — Ambulance services are located within the district. Blessing Hospital, Quincy Medical Group, and several other physicians, dentists, and clinics are located in Quincy.

CULTURAL — Quincy Society of Fine Arts, Quincy Symphony, Quincy Community Theater, as well as other cultural activities and museums, are available in Quincy.

RECREATION — Quincy Park District, YMCA, Ray and Joan Kroc Center, fitness centers, organized athletic leagues, golf, swimming, boating, campgrounds, and movie theaters are all located in nearby Quincy.

PLACES OF WORSHIP — All denominations of churches can be found within driving distance of the district. Denominations within the district include Methodist, Catholic, Christian, Lutheran, and United Church of Christ.

RETAIL — Gas station/convenience stores, insurance, floral, restaurants, HVAC, and automotive businesses are located within the district. Nearby Quincy is the regional hub for shopping, dining, and entertainment, and is the home to numerous strip malls, name-brand restaurants, and businesses.

FRATERNAL AND PROFESSIONAL ORGANIZATIONS — Booster Clubs, Friends of Unit 4, and Unit 4 Foundation are tremendously active, positive organizations raising funds and community support for the district. Lions Club, Sportsman Club, and American Legion are in the district. Quincy has many other organizations, including Rotary, Knights of Columbus, Optimist, Jaycees, League of Women Voters, Youth Professionals, Quincy Service League, and others.

COLLEGES/UNIVERSITIES — Western Illinois University, Quincy University, Blessing-Rieman College of Nursing, Gem City College, John Wood Community College, Culver-Stockton College, and Hannibal LaGrange University are all within driving distance.

INDUSTRY — Agriculture is the main industry in the district. Major employers are the school district and Ursa Farmers Coop. There are several small businesses. Quincy is the regional hub for business and industry, with heavy emphasis on manufacturing and retail.

This Professional Superintendent Search is being conducted by the Illinois Association of School Boards, Matt Brue, Consultant, Executive Searches, (217) 528-9688, ext. 1149 or mbrue@iasb.com



A PROJECTED TIMELINE

- Application Deadline:
January 3, 2026 by Noon (CST)
- Candidates Presented to Board:
January 21, 2026
- Board Interviews Candidates:
January 26-31, 2026
- New Superintendent Appointed:
February 2026
- 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?
 7. Are you aware of the residency requirement for this position; if applicable?