

FINANCIAL DATA

EAV	\$ 268,875,578
Bonds Outstanding	\$ 27,183,954
Annual Revenue from CSFST	\$ 13,286
TAX RATE —	
Education	3.65000
Operations & Maintenance.....	0.05000
Transportation.....	0.07000
Working Cash.....	0.05000
I.M.R.F.....	0.07000
Tort Immunity.....	0.11700
Social Security.....	0.10300
Special Education.....	0.04000
Health Life Safety.....	0.05000
Lease	0.03900
Debt Service.....	0.84836
TOTAL	4.81900

THE BOARD OF EDUCATION

The Paxton-Buckley-Loda CUSD 10 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
Dawn Bachtold, President.....	20
Joshua Mullins, Vice President.....	2
Brittney Maulding, Secretary.....	3
Craig Loschen, Board Member	9
Jason Rust, Board Member	4
Grant Kleinsteinber, Board Member	2
Christine Johnson, Board Member	1

*Years served on the Paxton-Buckley-Loda CUSD 10 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.

Paxton-Buckley-Loda CUSD 10 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) October 3, 2025 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
Paxton-Buckley-Loda CUSD 10



MISSION STATEMENT

“Excellence Through Rigor, Relevance, and Relationships”

July 2025

ANNOUNCEMENT OF VACANCY

The Board of Education of Paxton-Buckley-Loda CUSD 10, Paxton, 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 \$130,000 to \$160,000 and a competitive benefits package including: Health Insurance, Life Insurance, TRS/THIS contributions, Vacation Days, Sick Days, Personal Days, and Professional 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 — The Paxton-Buckley-Loda Community District 10 includes the communities of Buckley, Clarence, Loda, Roberts, and Paxton along with the two large distinctive subdivisions of Bayles Lake and Lake Iroquios located west of Loda. The school buildings are housed in Paxton which is located at the junction of Interstate 57, US Highway 45 and Illinois Route 9.

TYPE — PreK-12; 1,231 Students.

OFFICE — 700 Panther Way, Paxton, IL 60957.

STAFF — 3 Principals, 3 Assistant Principals, 115 Certified Faculty, 86 Non-Certified Staff.

CENTRAL OFFICE PERSONNEL — Superintendent, Curriculum Director, Special Education Director, Maintenance Director, Bookkeeper, Payroll Clerk.

CURRICULUM — Paxton-Buckley-Loda’s curriculum is rigorous and standards-based, integrating technology and offering pathways including AP, STEM, career and technical education, and gifted programming. The district emphasizes collaboration, critical thinking, strong character, and college/career readiness.

SPECIAL PROGRAMS — PBL “Navigators” is a robust mentoring and induction program offered to all new staff to support, empower, and celebrate educators. PBL is well known for its nationally recognized FFA and Agriculture programs.

SPECIAL SERVICES — PBL is a member of the Ford County Co-op to provide Special Education services insuring all students have the supports they need to meet their full potential.

FACILITIES — PBL is a unit district which has the following schools, Clara Peterson Elementary (Pre-K-5), PBL Junior High (6-8), and PBL High School (9-12).

TRANSPORTATION — PBL contracts transportation with First Student.

FOOD SERVICE — PBL contracts with Aramark for food service.

DIST. WEBSITE — www.pblunit10.com

MEMBER OF — PBL is a member of the Champaign/Ford ROE 9, Ford County SE Coop, Education for Employment #330, Parkland College/EFE Early College and Career Academy (ECCA) and the Illini Prairie conference.

MEDICAL SERVICES — PBL has a full range of medical services including the Paxton Clinic (Full service medical clinic), Paxton Family Dental, Gibson City Hospital (Gibson City), Carle Foundation Hospital (Champaign) and OSF (Champaign).

CULTURAL — The culture at PBL reflects its rural Midwest roots, emphasizing community and tradition. Multiple generations of families have made PBL home. There is strong support for the school district and Panther Pride is evident throughout our communities.

RECREATION — Paxton offers a wide variety of recreational options for all ages and interests from parks and trails to community facilities and seasonal activities including the Old Fashioned 4th of July in the Park, Swine and Dine BBQ Contest and Festival, the annual Christmas Parade and “First Fridays” Summer concert series. The PBL communities are also home to two EI baseball leagues.

PLACES OF WORSHIP — The communities that make up PBL are home to a variety of welcoming places of worship, encompassing numerous denominations to meet the spiritual needs of its communities.

RETAIL — Paxton offers a wide variety of retail establishments including but not limited to a grocery store, florists, clothing boutiques, hardware and rental, drug and hallmark store, auto sales, antiques and gift shops and many more.

FRATERNAL AND PROFESSIONAL ORGANIZATIONS —Paxton Masonic Lodge, Knights of Columbus, American Legion Auxiliary, Future Farmers of America.

COLLEGES/UNIVERSITIES — Paxton is just a 30 minute drive from Champaign-Urbana (Parkland College and U of I), a 60 minute drive from Bloomington-Normal (ISU), and a 1 hour & 45 minute drive from Chicago (Multiple colleges & universities).

INDUSTRY — Paxton has a diverse industry base anchored by several key sectors including agriculture, manufacturing, retail trade, service, and health care and social assistance.

PROJECTED TIMELINE

Application Deadline:
October 3, 2025 by Noon (CST)

Candidates Presented to Board:
October 13, 2025

Board Interviews Candidates:
October/November, 2025

New Superintendent Appointed:
December, 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?
7. *Are you aware of the residency requirement for this position; if applicable?*

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

