

Announcement of Vacancy Superintendent

Dunlap CUSD 323



Mission

Preparing Every Student to Succeed Each Day

April 2026

ANNOUNCEMENT OF VACANCY

The Board of Education of Dunlap CUSD 323, Dunlap, Illinois is seeking qualified applicants for the position of Superintendent. The Board wishes to select a superintendent who will begin work on July 1, 2027.

The Board expects to offer a salary in the range of **\$180,000 to \$230,000** and a competitive benefits package including sick leave, vacation days personal days, health insurance, dental/vision insurance, life insurance, TRS/THIS contributions, 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.

Previous successful teaching experience is required.

Previous successful administrative experience is required.

Residency in the district is preferred.

A PROJECTED TIMELINE

Application Deadline:
September 21, 2026 by Noon (CST)

Candidates Presented to Board:
October 2026

Board Interviews Candidates:
October/November 2026

New Superintendent Appointed:
November 2026

New Superintendent Begins:
July 1, 2027

Dunlap CUSD 323 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 21, 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.

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 any residency requirement for this position?



Illinois Association
of School Boards

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

GENERAL INFORMATION ON THE DISTRICT AND AREA

LOCATION:

Dunlap is part of a tri-county metropolitan area of nearly 350,000 residents. Adjacent to Peoria, it's approximately equidistant between Chicago and St. Louis.

District Type: Unit District, PreK-12; 4,834 Students.

Central Office: 400 S. Fourth Street, Dunlap, IL 61525

District website: dwww.dunlapcusd.net

Central Office Personnel: Superintendent, Business Manager, Food Service Director, Facility Director, Special Ed. Director, Transportation Director, Curriculum Director, Director of Technology, Director of Student Services, Bookkeeper, Payroll Clerk.

District Staff: 8 Principals, 7 Assistant Principals, 476 Certified Faculty, 457 Non-Certified Staff.

FACILITIES (buildings and grade levels housed):

Banner Elementary (K-5), Dunlap Grade School (PK-5), Hickory Grove Elementary School (PK-5) Ridgeview Elementary School (PK-5), Wilder-Waite Grade School (K-5), Dunlap Middle School (6-8), Dunlap Valley Middle School (6-8), Dunlap High School (9-12), District Office (Staff Only)

Dunlap Activity Center (Transportation and Technology), Dunlap Training Center (Estimated to be completed Summer 2026)

CURRICULUM: Dunlap CUSD 323 is committed to providing high-quality education. The curriculum is aligned with Illinois Learning Standards and meets the needs of all students. The district teachers and administrators participate in extensive, ongoing professional learning opportunities that are focused on research-proven best practices. The district is in its eighth year of its 1:1 technology program and is implementing an artificial intelligence policy and guidance for teacher and student use to ensure students continue to be future-ready.

SPECIAL PROGRAMS: Grades 3-5: Enrichment Eagles Middle School: Explore and STEM programs, accelerated courses in ELA, Math, and Foreign Language High School: Honors, AP, Dual Credit, Strong Start, PLTW, and Eagles Ed Alternative Education, on-site.

STUDENT SERVICES: The district department encompasses several areas to support students including: Section 504 Plans, Title IX/Bullying, School Safety and Security, Truancy, Discipline, Residency, Social Emotional Learning, 504 Plans, Multi-Tiered Systems of Support (Take out Response to Intervention RTI), English Language Learners

MEMBERSHIPS (ROE, SpEd Coop, Tech Prep, etc):

IASB, IASBO, IASA, IHSA, IESA

TRANSPORTATION: The district provides General and Special Education Transportation.

FOOD SERVICE: Lunch meals are served at each school.

CULTURAL: While a medium sized community, Peoria has a number of amenities associated with cities many times its size: one of the oldest symphony orchestras in the country; multiple community theatre programs for children and adults; a thriving civic opera and ballet company.

RECREATION: The Peoria area prides itself on its natural resources: one of the largest park district acreages per capita anywhere in the country, the Illinois River, a recently expanded bicycle and jogging trail, and numerous public and private golf courses.

The Peoria Civic Center presents sporting events, concerts, family shows, and seasonal attractions.

MEDICAL SERVICES: OSF Healthcare, Carle Health, Springfield Clinic.

PLACES OF WORSHIP: The community has many churches, synagogues, mosques, and temples that serve the community's rich diversity.

RETAIL: There are a multitude of grocery stores and retail locations within the school district and community, with a growing commercial base within the Dunlap district.

INDUSTRY: Major employers include Caterpillar, OSF Healthcare, Carle Health, Komatsu, RLI Insurance, Peoria Public Schools, Maui Jim, Bradley University, Illinois Central College, and Advanced Technology Services.

COLLEGE/UNIVERSITIES: Illinois Central College, Bradley University, Methodist College, University of Illinois, College of Medicine.



Illinois Association
of School Boards

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

FINANCIAL DATA

EAV.....	\$1,053,044,244
Bonds Outstanding.....	\$ 67,000,000
Annul Revenue from CSFST.....	\$ 2,100,000
Total Budget Revenue.....	\$ 68,000,000

TAX RATE —

Education.....	2.7000
Operations & Maintenance.....	0.4750
Transportation.....	0.2000
Working Cash.....	0.0500
I.M.R.F.....	0.0000
Tort Immunity.....	0.2894
Debt Service.....	0.5816
Health Life Safety.....	0.0500
Social Security.....	0.0000
Special Education.....	0.0400
Lease.....	0.0500
TOTAL.....	4.4362

THE BOARD OF EDUCATION

Name	*Years
Tom Feldman, President.....	5
Andrew Tyra, Vice President.....	2
Mick Hall, Secretary.....	1
Theresa Holshouser, Board Member.....	10
Tim Wagenbach, Board Member.....	6
Nicolas Yemm, Board Member.....	1
Youssef Boudjarane, Board Member.....	1

**Years served on the Dunlap CUSD 323 Board of Education.*

***APPLICANTS ARE REQUESTED NOT
TO CONTACT BOARD MEMBERS.***

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:

- Develops and works cooperatively/effectively with BOE.
- Excellent written and verbal Communication Skills/Collaborative
- Develops with stakeholders, District Goals/Strategic Plan
- Fosters a Professional Culture for Educators
- Has Finance/Budget expertise
- Ensures an Inclusive, Safe School Environment



Illinois Association
of School Boards

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